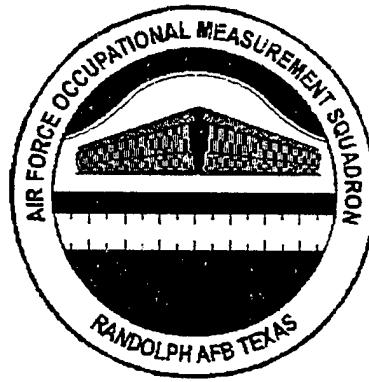




DTIC



UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

PHYSICAL THERAPY

AFSC 4J0X2

OSSN 2303

MAY 1998

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OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Physical Therapy career ladder, Air Force Specialty Code (AFSC) 4J0X2. Authority for conducting occupational surveys is contained in AFI 36-2623. Copies of this report and pertinent computer printouts are distributed to the Air Force Functional Manager, the operations training locations, all major using commands, and other interested operations and training officials.

The survey instrument was developed by Ms. Kimberly G. Williams, Inventory Development Specialist, with computer programming support furnished by Ms. Andrea L. Siebold. Mr. Richard G. Ramos provided administrative support. Ms. Cynthia V. Luster, Occupational Analyst, analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Additional copies of this report can be obtained by writing AFOMS/OMYXI, 1550 5th Street East, Randolph AFB Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage**: The Physical Therapy career ladder was surveyed to validate training requirements and to ensure members are receiving the appropriate training for their jobs. The data was also needed to verify changes within the career ladder and technical training and to provide input for the development of the career development course materials. Survey results are based on responses from 204 respondents. Responses were received from 62 percent of all assigned AFSC 4J0X2 physical therapy personnel and 67 percent of all eligible physical therapy personnel. All major using commands are well represented in the survey sample.
2. **Specialty Jobs**: One cluster was identified in the sample. This cluster is composed of three jobs. One of the three jobs within the cluster was directly involved in performing the technical duties and tasks pertaining to physical therapy administration. The remaining two jobs reflected a combination of technical and supervisory activities. Discussion of the work performed within this survey will concentrate on the three jobs within this cluster.
3. **Career Ladder Progression**: Personnel at the 3- and 5-skill levels perform many tasks in common, and both groups spend the vast majority of their relative job time performing technical physical therapy tasks. In addition to the technical tasks performed, the 5-skill level personnel perform general supervisory activities. At the 7-skill level, although members still perform a substantial amount of routine day-to-day technical physical therapy activities, a shift toward supervisory functions is evident.
4. **Training Analysis**: Matching of tasks to the Specialty Training Standard (STS) and to the Plan of Instruction (POI) for AFSC 4J0X2 indicates that both of these documents are well supported by occupational data. Tasks not referenced to either the STS or POI should be reviewed to determine possible inclusion in these documents.
5. **Implications**: The primary technical orientation of this career ladder lies in the Physical Therapy Job. The day-to-day responsibilities of Air Force physical therapy personnel include: administering physical therapy care under the supervision of a physical therapist, such as conducting treatments and using special equipment, coordinating treatment schedules, documenting patient care, and assisting physical therapists with evaluations, tests, measurements, and procedures. Furthermore, they coordinate administrative activities; maintain records of cases and prepare activity reports; review reports and records for accuracy; manage material and equipment; and coordinate, prepare, and submit annual budgets. Personnel in the Physical Therapy Job make up the bulk of the career ladder. Members of Physical Therapy career ladder appear fairly satisfied with their jobs, revealing positive responses in four of the five job satisfaction indicators when compared to a comparative sample and across specialty jobs for this survey. When career ladder members were compared to the previous study, slightly lower positive responses were noted for four of the five job satisfaction indicators. When comparing the current survey against all three comparison groups (i.e., comparative sample, previous sample, and specialty jobs), the one job satisfaction indicator with either less than positive or barely positive responses was in reenlistment intentions.

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**OCCUPATIONAL SURVEY REPORT (OSR)
PHYSICAL THERAPY CAREER LADDER
(AFSC 4J0X2)**

INTRODUCTION

This is a report of an OSR of the Physical Therapy career ladder completed by the Air Force Occupational Measurement Squadron (AFOMS). This survey was conducted to validate training requirements, to ensure members are receiving the appropriate training for their current jobs, and to provide input for the development of the career development courses (CDC), specialty training standard (STS), and for the course training standard. The last survey report for the AFSC 913X0, Physical Therapy career ladder, was published in September 1993. On 31 October 1993, this AFSC was directly converted to the current AFSC 4J0X2 to conform to the new enlisted specialty coding nomenclature.

Background

As described in AFMAN 36-2108 *Specialty Descriptions*, dated April 1997, 3- (Apprentice), 5- (J Journeyman), and 7-skill (Craftsman) level personnel in this career ladder are responsible for: administering physical therapy care under supervision of a physical therapist, such as conducting treatments and using special equipment, coordinating treatment schedules, documenting patient care, and assisting physical therapist with evaluations, tests, measurements, and procedures. Furthermore, they coordinate administrative activities; maintain records of cases and prepare activity reports; review reports and records for accuracy; manage material and equipment; and coordinate, prepare, and submit annual budgets.

Entry into the career ladder is from Basic Military Training School through course J3ABR4J0X2-001 - Physical Therapy Apprentice, at Sheppard AFB TX for 12 weeks and 1 day*. This course provides training in theory and practical application of physical therapy procedures and modalities to assist the physical therapist in administering physical care. In addition, this course includes the psychology of diseased and injured, physiology, anatomy, medical condition in physical therapy, administration, communication, ethics, physical therapy procedures and modalities, and clinical activities with emphasis on patient interaction.

*Four days of the course consists of course J3AQR40030-002, Basic Medical Readiness, covering training on: the Air Force medical wartime mission and concept of operations; field care of casualties; principles of triage; transportation of the sick and injured; medical aspects of conventional, nuclear, biological, and chemical warfare; decontamination of chemical protection equipment; and familiarization with deployable medical facilities.

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) OSSN 2303, dated July 1997. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with seven subject-matter experts (SME) selected to cover major commands (MAJCOM) at the following operational bases:

BASE	REASON FOR VISIT
Sheppard AFB TX	Location of resident operations training school
Wilford Hall Medical Center, Lackland AFB TX	Physical Therapy Clinic at WHMC is the largest AF medical center

Survey Administration

From July 1997 through October 1997, base training offices at bases worldwide administered the JI on computer disk to all eligible AFSC 4J0X2 personnel. Members eligible for this survey consisted of the total assigned 3-, 5-, and 7-skill level populations, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time the JIs were administered to the field; and (4) personnel in their job less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed this computer disk inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across MAJCOMs and paygrade groups. Table 1 reflects the MAJCOM distribution of assigned and sampled AFSC 4J0X2 personnel as of June 1997. Table 2 reflects the paygrade distribution for these personnel. While Table 1 shows slight differences between percent assigned and the percent in the survey sample for AMC, ACC, and AFMC, these differences in percentages do not effect the representativeness of the sample nor do they impact the findings, but rather exemplify the random selection of respondents. The 204 respondents in the final sample represent 62 percent of the total assigned personnel. As reflected in these tables, the survey sample is a good representation of the career ladder population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. While most participants in the survey process completed a USAF JI, selected senior AFSC 4J0X2 personnel were asked to complete an inventory on disk providing judgments on task training emphasis (TE) or task difficulty (TD). The TE and TD information from these disks were processed separately from the JIs on disks. The information gained from task factor data is used in various analyses and is a valuable part of the training decision process.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 32 senior NCOs from the career ladder who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. There was strong agreement among the 32 raters as to which tasks require some form of structured training and which do not. The average TE rating was 3.46, with a standard deviation of 2.10. Any task with a TE rating of 5.56 or above is considered to have high TE.

Task Difficulty (TD). TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 30 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (i.e., extremely low to extremely high). Interrater reliability was excellent, indicating very strong agreement among raters. Ratings were standardized so tasks have an average difficulty of 5.00, with a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

TABLE 1
MAJCOM DISTRIBUTION OF AFSC 4J0X2 PERSONNEL

<u>COMMAND</u>	PERCENT OF <u>ASSIGNED*</u>	PERCENT OF <u>SAMPLE</u>
AETC	22	22
AMC	17	22
ACC	18	13
AFMC	17	12
PACAF	9	11
AFSPC	6	8
USAFE	5	7
USAFA	5	6

Total Assigned - 330*
 Total Surveyed in Sample - 204
 Percent of Assigned in Sample - 62%

* Eligible strength as of June 1997

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	25	24
E-4	28	30
E-5	23	23
E-6	13	13
E-7	9	9
E-8	*	*
E-9	*	-

NOTE: Columns may not add to 100 percent due to rounding

- Indicates no members performing
- * Indicates less than 1 percent
- ** Eligible strength as of June 1997

SPECIALTY JOBS (Career Ladder Structure)

The occupational analysis process begins with an examination of the career ladder structure. The structure of jobs within the Physical Therapy career ladder was examined on the basis of similarity of tasks performed and the relative percent of time spent ratings provided by job incumbents, independent of other specialty background factors.

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by respondents. The Comprehensive Occupational Data Analysis Programs (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and the relative amount of time spent on the tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and then combines them to form a composite job description. In successive stages, new members are added to this initial group, or new groups are formed based on the similarity of tasks and time spent ratings. The basic group used in this hierarchical clustering process is the *Job*. When two or more jobs have a substantial degree of similarity in tasks performed and time spent on tasks, they are grouped together and identified as a *Cluster*. The structure of the career ladder is then defined in terms of jobs and clusters of jobs. The resulting job structure information can be used to evaluate the accuracy of career ladder documents (i.e., AFMAN 36-2108 *Specialty Descriptions*, the Career Field Education and Training Plan, and STSs) and to gain a better understanding of current utilization patterns. The above terminology will be used in the discussion of the AFSC 4J0X2 career ladder structure.

Overview of Specialty Jobs

Of the 204 members in the survey sample, structure analysis accounts for 197 members in one single cluster. The remaining five members did not group with the cluster based on differences and variations of percent time spent on tasks. As such, all discussions of work hereafter will concentrate on the identified cluster. This cluster is composed of three jobs. Based on task similarity and relative time spent, the three jobs within the cluster performed by AFSC 4J0X2 personnel are illustrated in Figure 1. A listing of the three jobs within the cluster are provided below. The stage (ST) number shown beside each title is a reference to computer-printed information.

I. PHYSICAL THERAPY CLUSTER (ST007, N=197)

- A. PHYSICAL THERAPY TECHNICIAN JOB (ST018, N=95)**
- B. PHYSICAL THERAPY NCOIC JOB (ST021, N=84)**
- C. PHYSICAL THERAPY SUPERINTENDENT JOB (ST010, N=8)**

AFSC 4J0X2
PHYSICAL THERAPY CLUSTER
(N=197)

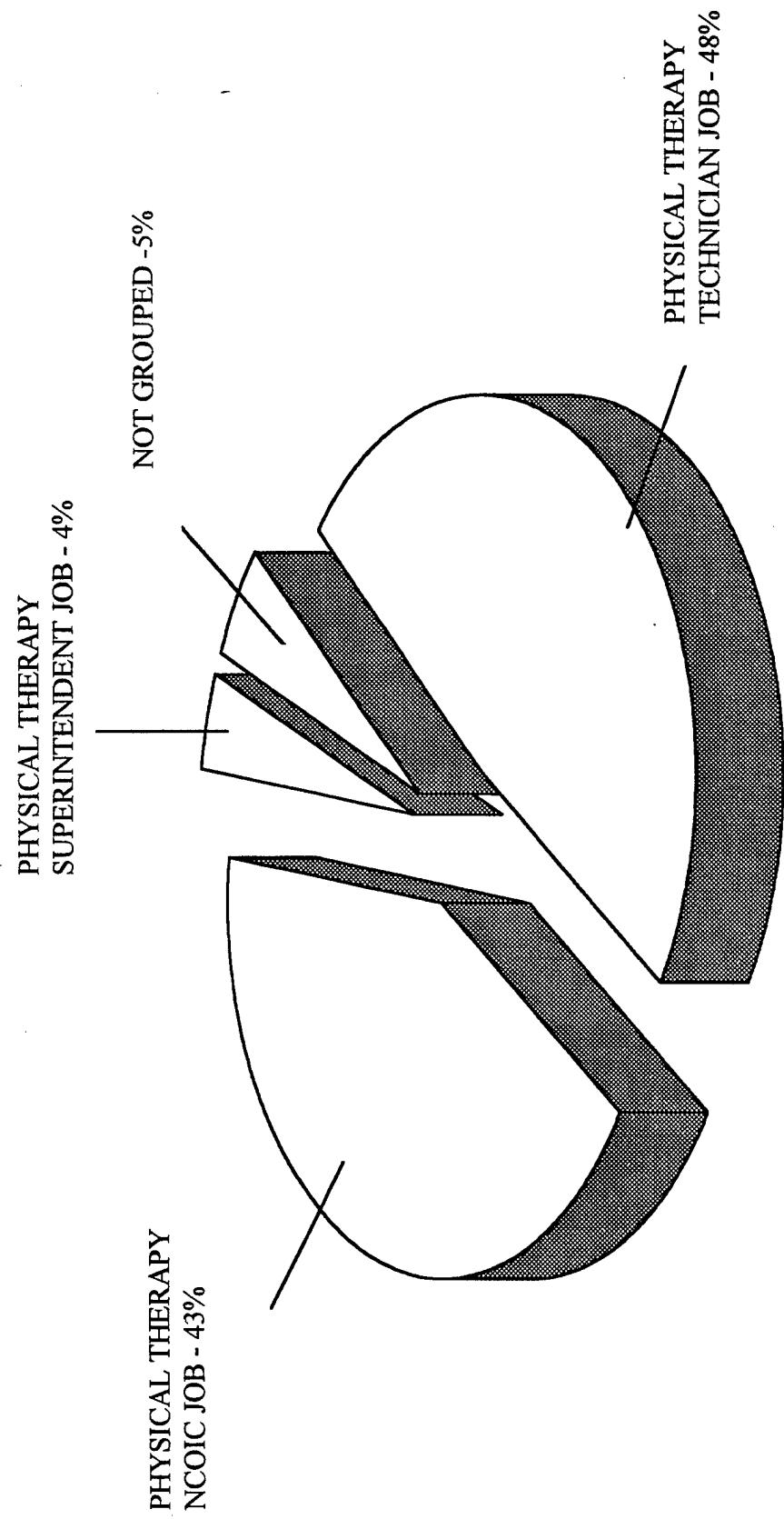


FIGURE 1

The respondents forming this cluster account for 97 percent of the survey sample. The remaining 3 percent (N=7) were performing tasks or series of tasks that did not group with any of the defined jobs. Job titles given by respondents representative of these personnel include: NCOIC, Athletic Training and NCOIC, Health and Wellness Clinic.

Group Descriptions

The following paragraphs contain brief descriptions of the jobs within the cluster identified through the career ladder structure analysis. Table 3 presents the average relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the jobs within the cluster are contained in Appendix A.

Another way to illustrate the content of jobs is by summarizing tasks performed in common by incumbents across the career ladder. CODAP has a process of identifying groups of related tasks and grouping them together to form task modules (TMs). The basis for identifying these related tasks is called coperformance. Coperformance assumes that if incumbents perform task A and task B, there is a high likelihood that the two tasks share common skills and knowledge and can be trained together. CODAP calculates an index of coperformance for each task with every other task by examining the task performance patterns of all the survey respondents as a whole. Thus, the resulting TMs can be used to summarize and compare jobs. The TMs show the number of tasks included in a module, the percent time spent on tasks in that module, and average percent members performing the particular TM. Representative TMs are listed as part of the job description. The list of tasks within respective modules is presented in Appendix B.

I. PHYSICAL THERAPY CLUSTER (ST007). The 197 members in this cluster account for 97 percent of the survey sample. Performing the core technical work in the career ladder, these airmen spend 59 percent of the relative job time preparing for, administering, instructing, and applying physical therapy procedures and therapeutic exercises. An additional 18 percent of these members' relative job time is spent performing medical readiness and general readiness activities, performing tests and taking measurements, and making consultations or constructing treatment programs. As stated previously, CODAP identifies distinct jobs within a specialty based on similarity of tasks performed. The work performed by members of the Physical Therapy career ladder are so similar and consistent across locations and facilities that this cluster encompasses the total spectrum of work performed by the career ladder. The subtle differences that separate this cluster into three jobs center around *not* what tasks are performed, *but rather* what additional supervisory and management tasks are included. In order to understand the subtle differences within this cluster, emphasis in the following narrative will be placed on the three jobs identified within the cluster, rather than the cluster itself.

TABLE 3

AVERAGE PERCENT TIME SPENT ON DUTIES BY CAREER LADDER JOBS

<u>DUTIES</u>	PHYSICAL THERAPY TECHNICIAN JOB (ST018)	PHYSICAL THERAPY NCOIC JOB (ST021)	PHYSICAL THERAPY SUPERINTENDENT JOB (ST010)
A. MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	6	5	2
B. PERFORMING TESTS AND TAKING MEASUREMENTS	5	5	1
C. PREPARING FOR PHYSICAL THERAPY PROCEDURES	17	11	3
D. APPLYING PHYSICAL THERAPY PROCEDURES	17	11	3
E. ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	20	14	3
F. ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURES	19	13	4
G. PERFORMING MEDICAL READINESS ACTIVITIES	2	4	1
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	19	48
I. PERFORMING TRAINING ACTIVITIES	2	5	19
J. PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	6	7	8
K. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	6	9

* Less than 1 percent

- Indicates no members performing

TABLE 4
SELECTED BACKGROUND DATA FOR SPECIALTY CLUSTERS AND JOBS

	PHYSICAL THERAPY TECHNICIAN JOB (ST018)	PHYSICAL THERAPY NCOIC JOB (ST021)	PHYSICAL THERAPY SUPERINTENDENT JOB (ST010)
NUMBER IN GROUP	95	84	8
PERCENT OF SAMPLE	47%	41%	4%
PERCENT IN CONUS	78%	76%	63%
<u>DAFSC DISTRIBUTION:</u>			
4J032	46%	11%	0%
4J052	51%	56%	13%
4J072	3%	33%	88%
PREDOMINANT GRADE(S)	E-3/E-4	E-4/E-5/E-6	E-7
AVG MONTHS IN CAREER FIELD	47	88	153
AVG MONTHS IN SERVICE	55	131	185
PERCENT IN FIRST ENLISTMENT	59%	22%	0%
PERCENT SUPERVISING	12%	73%	87%
AVG NUMBER OF TASKS PERFORMED	145	248	186

A. PHYSICAL THERAPY TECHNICIAN JOB (ST018). Comprising 47 percent of the Physical Therapy Cluster, these 95 members spend 85 percent of their relative job time administering all aspects of physical therapy. These airmen perform the full spectrum of technical work, such as: preparing for, administering, instructing, and applying physical therapy and therapeutic exercises to patients. The physical therapist also coordinates the administrative activities inherent in patient care to include maintaining records, reviewing reports, and managing equipment. The application of physical therapy procedures and practices are consistent across medical facilities or locations; and as such, neither location nor rank prescribe unique physical therapy activities to be performed by members of the career ladder. Performing an average of 145 tasks, the following are typical physical therapy tasks:

- apply moist heat treatments
- prepare equipment for moist heat treatments
- apply cold pack treatments
- apply TENS treatments
- prepare transcutaneous electrical nerve stimulation (TENS) equipment
- measure joint ranges of motion using goniometers
- administer or instruct patients in isometric exercises for lower extremities
- adjust exercise equipment, such as wall pulleys, stationary bikes, or upper-body ergometers (UBEs)
- explain treatment procedures to patients
- apply ultrasounds not combined with electrical stimulations
- prepare equipment for ultrasound treatments using direct contact methods

The representative TMs for this job include:

TM	Module Title	No. of Tasks	Percent	
			Time Spent Sum	Avg Pct Mbrs Perf
0006	instruct patients on use of canes or crutches	8	7	96
0008	explain treatments or procedures to patients	3	3	98
0010	apply physical therapy treatments	8	7	99
0011	prepare and apply traction	4	3	95
0012	schedule patients for treatment, evaluations, or visits	4	3	88
0016	administer/instruct patients in manual-passive range of motion exercises for extremities	4	3	92
0021	instruct patients in home programs	6	4	87

These TMs indicate the large scope of physical therapy activities performed by these members.

Ninety-seven percent of these members hold either the 3- or 5-skill level and average 4 1/2 years TAFMS. Over half (59 percent) of these airmen are in their first enlistment. The predominant paygrades are E-3 or E-4.

B. PHYSICAL THERAPY NCOIC JOB (ST021). The 84 respondents in this job account for 43 percent of the Physical Therapy Cluster. Similar to the Physical Therapy Technician Job, these members prepare for, administer, instruct, and apply physical therapy and therapeutic exercises to patients (accounting for 63 percent of their relative job time). However, what separates this group of airmen from those in the Physical Therapy Technician Job is the increased scope of the job. Not only do members in this job perform most, if not all, of the technical tasks performed by the Technician (N=145), but these members perform more than 100 additional tasks. Accounting for 37 percent of their relative job time, these airmen perform general management and supervisory activities. Of the typical 248 tasks, the following tasks display the technical, as well as managerial nature of work performed.

- apply slings
- pick up or deliver equipment, tools, parts, or supplies
- prepare requisitions for pharmaceuticals
- consult with physicians, dentists, or health care providers on diagnosis or proposed treatment of patients
- measure open wounds
- consult with physical therapists on suitability of patients for subsequent treatments
- assess muscle strength using gross muscle testing techniques
- instruct patients in use of cervical collars
- prepare requisitions for local purchase equipment or supplies
- apply paraffin treatments

The representative TMs for this job include:

TM	Module Title	No. of Tasks	Percent	Avg Pct Mbrs Perf
			Time Spent Sum	
0006	instruct patients on use of canes or crutches	8	4	99
0008	explain treatments or procedures to patients	3	2	100
0010	apply physical therapy treatments	8	4	98
0011	prepare and apply traction	4	2	99
0012	schedule patients for treatment, evaluations, or visits	4	2	96
0021	instruct patients in home programs	6	3	94
0031	treat wounds	7	2	89

These TMs indicate the emphasis on physical therapy administration with the addition of general supervisory and management responsibilities.

Averaging almost 11 years TAFMS, 89 percent of these members hold either the 5- or 7-skill level (56 and 33 percent, respectively). The predominant paygrades held by these members range from E-4 through E-6. Seventy-three percent of these members stated they supervise one or more individuals. Twenty-two percent of these airmen are in their first enlistment.

C. PHYSICAL THERAPY SUPERINTENDENT JOB (ST010). The 8 members in this job account for only 4 percent of the Physical Therapy Cluster. Again like the members in the Physical Therapy Technician and Physical Therapy NCOIC jobs, these members prepare for, administer, instruct, and apply physical therapy and therapeutic exercises to patients. While they perform many of the same technical tasks performed by members in both the abovementioned jobs, they spend much less time doing them. Performing an average of 186 tasks (more than those performed by members in the Technician Job (N=145)), these members perform the technical work in the career ladder, as well as those supervisory and management tasks required to maintain and manage a medical facility. Forty-eight percent of these members' relative job time is spent performing management and supervisory tasks. These senior NCOs spend twice as much of their relative job time performing training activities (as compared to the 6 and 7 percent for the Technician and NCOIC Jobs, respectively). Examples of typical superintendent tasks include:

- evaluate personnel for promotion, demotion, reclassification, or special awards
- assign formal course instructors or on-the-job training (OJT) trainers or certifiers
- evaluate safety or security programs
- implement cost-reduction programs
- brief personnel concerning training programs or matters

implement suggestion programs
 interpret policies, directives, or procedures for personnel
 review drafts of policy directives, instruction, or manuals
 evaluate budget requirements

The representative TMs for this job include:

TM	Module Title	Percent		
		No. of Tasks	Time Spent Sum	Avg Pct Mbrs Perf
0058	general supervision and management	6	4	87
0060	perform general first-line supervision activities	10	8	92
0062	evaluate personnel	2	2	100
0064	evaluate programs, requirements, or procedures	4	3	100
0106	develop/evaluate training	13	7	62

These TMs indicate the physical therapy administration activities with the addition of supervisory and management functions.

Averaging over 15 years TAFMS, 88 percent of these members hold the 7-skill level DAFSC. The predominant paygrade for these members is E-7. Eighty-seven percent of these members supervise at least one or more individuals. None of these members in this group are in their first enlistment.

Summary

One cluster, with three jobs, was identified in the career ladder structure analysis. One of the three jobs within the cluster was involved in performing *only* the technical duties and tasks pertaining to physical therapy administration. The remaining two jobs within the cluster were involved in those activities necessary for management and control of the working environment along with the technical physical therapy functions. The majority of the members in this career ladder are performing a common core of tasks centering around physical therapy administration with the use of associated equipment or procedures.

Comparison of Current Job Descriptions to Previous Survey Findings

The results of specialty job analysis were compared to those of OSR AFPT 90-913-974, Physical Therapy career ladder, dated September 1993. After reviewing the jobs identified in 1993, all of the groups with substantial numbers of personnel could be matched to similar jobs in the current study (see Table 5). Within the last 5 years, the Physical Therapy career ladder has

TABLE 5

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1993 SURVEYS

	CURRENT SURVEY (N=204)	PERCENT OF SAMPLE		1993 SURVEY (N=260)	PERCENT OF SAMPLE
PHYSICAL THERAPY CLUSTER		97%		PHYSICAL THERAPY CLUSTER	97%
Physical Therapy Technician Job				Physical Therapy Application	
Physical Therapy NCOIC Job				Physical Therapy Application/Supervision	
				Sports Therapy	
				SHOP MANAGEMENT/EVALUATION JOB	3%
Physical Therapy Superintendent Job					
Not Grouped		3%		Not Grouped	1%

- Indicates no match in report

NOTE: Columns may not add to 100 percent due to rounding

seen very little change. Aside from the fact that a job titled “Sports Therapy” (N=7) was not identified in this study, the work performed within the career field has seen virtually no change. The actual application of physical therapy has remained consistent over time.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFMAN 36-2108 *Specialty Descriptions* and the STS reflect what career ladder personnel are actually doing in the field and what is required of their members.

The distribution of skill-level groups across the career ladder specialty jobs is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. The Physical Therapy career ladder has 80 percent of the sample holding either the 3- or 5-skill level. A typical pattern of progression is present, with personnel spending more of their relative time on duties involving supervisory, managerial, and training tasks as they move upward toward the 7-skill level. It is also obvious, though, that 7-skill level personnel are still involved with technical task performance, as will be pointed out in the specific skill-level group discussions below.

Skill-Level Descriptions

Another way to illustrate these skill-level descriptions, as previously done with job descriptions, is to summarize tasks performed into TMs using the same procedure described at the beginning of the Career Ladder Structure section of this report. This allows for a very concise display of where skill-level groups spend most of their time and thus develops a comprehensive overview of each skill-level group. These modules can provide training personnel with groups of tasks on which to focus resident training and upgrade training to journeyman or craftsman. The TMs show the number of tasks included in a module, the percent time spent on tasks in that module, and an average percent members performing the particular TM. Representative TMs are listed as part of the skill-level descriptions. The list of modules with respective tasks is presented in Appendix B.

DAFSC 4J032. The 57 airmen in this 3-skill level group represent 28 percent of the survey sample. Seventy-seven percent of these 3-skill level members are in the core Physical Therapy Technician Job (see Table 6). They perform an average of 149 tasks, with 64 tasks accounting for over 50 percent of their relative job time. Performing a highly technical job, 87 percent of their relative duty time is devoted to technical duties covering physical therapy activities,

TABLE 6
DISTRIBUTION OF DAFSC 4J0X2 GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	DAFSC 4J032 (N=57)	DAFSC 4J052 (N=106)	DAFSC 4J072 (N=41)
I. PHYSICAL THERAPY TECHNICIAN	77	45	7
II. PHYSICAL THERAPY NCOIC	16	44	68
III. PHYSICAL THERAPY SUPERINTENDENT	-	1	17
NOT GROUPED	7	10	8

- Indicates no members performing

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 7

AVERAGE PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC 4J0X2 GROUPS
(RELATIVE PERCENT OF JOB TIME)

DUTIES	4J032 (N=57)	4J052 (N=106)	4J072 (N=41)
A. MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	6	7	4
B. PERFORMING TESTS AND TAKING MEASUREMENTS	4	5	4
C. PREPARING FOR PHYSICAL THERAPY PROCEDURES	17	15	8
D. APPLYING PHYSICAL THERAPY PROCEDURES	17	14	8
E. ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	20	15	11
F. ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURES	19	15	10
G. PERFORMING MEDICAL READINESS ACTIVITIES	3	3	4
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	10	28
I. PERFORMING TRAINING ACTIVITIES	1	4	8
J. PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	6	6	7
K. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	5	8

* Less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding

including preparing for, administering, instructing, and applying physical therapy and therapeutic exercises to patients (see Table 7). Table 8 displays representative tasks performed by the highest percentages of these airmen.

Representative TMs for this 3-skill level group include:

TM	Module Title	No. of Tasks	Percent	
			Time Spent Sum	Avg Pct Mbrs Perf
0006	instruct patients on use of canes or crutches	8	7	97
0008	explain treatments or procedures to patients	3	3	96
0010	apply physical therapy treatments	8	7	99
0011	prepare and apply traction	4	3	96
0012	schedule patients for treatment, evaluations, or visits	4	3	83
0013	document patient's treatments	3	3	91
0016	administer or instruct patients in manual-passive range of motions for extremities	4	3	95
0021	instruct patients in home programs	6	3	83
0031	treat wounds	7	3	77

These TMs indicate the broad scope of 3-skill level members' activities and provide emphasis and direction for training, or as a minimum, a starting point for resident training, with an emphasis on general physical therapy activities.

DAFSC 4J052. The 106 airmen in the 5-skill level group constitute 52 percent of the survey sample and perform an average of 175 tasks, with 84 tasks accounting for over half of their relative job time. Forty-five percent of these 5-skill level members are in the Physical Therapy Technician Job, with an additional 44 percent in the Physical Therapy NCOIC Job (see Table 6). Performing a highly technical job, 75 percent of their relative job time is devoted to duties covering general physical therapy activities (see Table 7). Table 9 displays representative tasks performed by the highest percentages of these airmen. Table 10 displays those tasks that reflect differences between the 3- and 5-skill level groups. A review of the tasks reveals that 5-skill level airmen perform virtually the same technical tasks as do the 3-skill level members. The 5-skill level members are primarily differentiated in that they perform limited management or supervisory functions.

TABLE 8
REPRESENTATIVE TASKS PERFORMED BY DAFSC 4J032 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=57)
C43 Explain treatment procedures to patients	100
D84 Apply phonophoresis treatments	100
F170 Instruct patients in stair climbing with crutches	100
D96 Apply moist heat treatments	100
C63 Prepare equipment for moist heat treatments	100
F162 Measure and adjust length of crutches	100
C59 Prepare equipment for cold pack treatments	100
D78 Apply TENS treatments	100
E115 Administer or instruct patients in active exercises for lower extremities	100
C47 Prepare transcutaneous electrical nerve stimulation (TENS) equipment	100
E127 Administer or instruct patients in manual active-assistive range of motion exercises for upper extremities	100
A12 Monitor patients during treatment programs	98
D81 Apply ultrasounds not combined with electrical stimulations	98
C52 Prepare equipment for phonophoresis treatments	98
C48 Prepare equipment for ultrasound treatments using direct contact methods	98
F167 Instruct patients in nonweight-bearing crutch gaits	98
D91 Apply cold pack treatments	98
F172 Instruct patients in use of canes	98
F171 Measure and adjust length of canes	98
E130 Administer or instruct patients in manual passive range of motion exercises for upper extremities	98
C40 Adjust exercise equipment, such as wall pulleys, stationary bikes, or upper-body ergometers (UBEs)	98
B19 Measure joint ranges of motion using goniometers	98
C67 Prepare equipment for supine cervical traction treatments	96
F168 Instruct patients in partial-weight-bearing crutch gaits	96
C65 Prepare equipment for pelvic traction	96
E116 Administer or instruct patients in active exercises for upper extremities	96
C70 Prepare equipment for ambulation training	96
D101 Apply supine cervical traction	95
D99 Apply pelvic traction	95

TABLE 9
REPRESENTATIVE TASKS PERFORMED BY DAFSC 4J052 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=106)
C59 Prepare equipment for cold pack treatments	95
C43 Explain treatment procedures to patients	94
A3 Consult with physical therapists on progress of patients	94
C47 Prepare transcutaneous electrical nerve stimulation (TENS) equipment	94
B19 Measure joint ranges of motion using goniometers	94
A12 Monitor patients during treatment programs	93
C40 Adjust exercise equipment, such as wall pulleys, stationary bikes, or upper-body ergometers (UBEs)	93
A13 Record patient treatment history on AF Forms 1535, Physical Therapy Consultation	92
D96 Apply moist heat treatments	92
C63 Prepare equipment for moist heat treatments	92
D91 Apply cold pack treatments	92
D78 Apply TENS treatments	92
F168 Instruct patients in partial-weight-bearing crutch gaits	92
C42 Drape patients for treatments	92
F172 Instruct patients in use of canes	92
C48 Prepare equipment for ultrasound treatments using direct contact methods	92
C67 Prepare equipment for supine cervical traction treatments	92
F169 Instruct patients in weight-bearing-to-tolerance crutch gaits	92
F167 Instruct patients in nonweight-bearing crutch gaits	92
F162 Measure and adjust length of crutches	92
C65 Prepare equipment for pelvic traction	92
F171 Measure and adjust length of canes	92
C52 Prepare equipment for phonophoresis treatments	91
A2 Consult with physical therapists on assessment or proposed treatment of patients	91
F170 Instruct patients in stair climbing with crutches	91
E116 Administer or instruct patients in active exercises for upper extremities	91
D99 Apply pelvic traction	91
C70 Prepare equipment for ambulation training	90
E120 Administer or instruct patients in isometric exercises for lower extremities	90

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 4J032 AND DAFSC 4J052 PERSONNEL
(PERCENT MEMBERS PERFORMING)

SELECTED TASKS	4J032 (N=57)	4J052 (N=106)	DIFFERENCE
E139 Administer or instruct patients in mechanical passive range of motion exercises for lower extremities using continuous passive motion machines (CPMs)	70	49	21
C45 Prepare direct current (DC) electrical stimulators for electrical stimulation of muscles	81	60	21
D83 Apply iontophoresis treatments	88	71	17
F163 Instruct patients in use of forearm cuff crutches	56	41	15
D84 Apply phonophoresis treatments	100	85	15
C51 Prepare equipment for iontophoresis treatments	88	73	15
E140 Administer or instruct patients in mechanical passive range of motion exercises for upper extremities using CPMs	42	27	15
E130 Administer or instruct patients in manual passive range of motion exercises for upper extremities	98	84	14
C71 Prepare isokinetic equipment	79	65	14
F174 Instruct patients in use of walkers, other than platform walkers	82	69	13
<hr/>			
H255 Assign duties to subordinates	4	47	-43
H269 Counsel subordinates concerning personal matters	7	47	-40
H336 Supervise military personnel	2	42	-40
H270 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	14	54	-40
I349 Conduct OJT	16	54	-38
I351 Counsel trainees on training progress	7	44	-37
H252 Advise subordinates on resolving technical problems	9	45	-36
H310 Evaluate work of subordinates	4	40	-36
H266 Conduct supervisory performance feedback sessions	4	39	-35
I361 Evaluate personnel to determine training needs	2	37	-35

Representative TMs for this 5-skill level group include:

TM	Module Title	Percent		
		No. of Tasks	Time Spent Sum	Avg Pct Mbrs Perf
0006	instruct patients on use of canes or crutches	8	5	91
0010	apply physical therapy treatments	8	6	91
0011	prepare and apply traction	4	3	91
0012	schedule patients for treatment, evaluations, or visits	4	3	86
0021	instruct patients in home program	6	3	82
0031	treat wounds	7	3	77

These TMs indicate the broad scope of 5-skill level members' activities and provide emphasis and direction for training, or as a minimum a starting point for upgrade training to journeyman, with an emphasis on general physical therapy activities (many of the TMs are the same as for the 3-skill level group).

DAFSC 4J072. The 41 NCOs in this 7-skill level group constitute 20 percent of the survey sample and perform an average of 248 tasks. Seventy-five percent of these 7-skill level members are in either the Physical Therapy NCOIC or Physical Therapy Superintendent jobs (7 and 68 percent, respectively) (see Table 6). Forty-one percent of their relative job time is spent on supervisory, management, and training duties (see Table 7). The display of tasks in Table 11 clearly shows supervisory responsibilities and also reflects the range and scope of the job. Table 12 displays those tasks that differentiate between the 5- and 7-skill level groups and reflects the supervisory responsibilities specific to the 7-skill level population. Tasks performed by higher percentages of 5-skill level personnel are technical and operational in nature, whereas higher percentages of 7-skill level personnel perform the higher level supervisory and management functions.

TABLE 11
REPRESENTATIVE TASKS PERFORMED BY DAFSC 4J072 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=41)
E115 Administer or instruct patients in active exercises for lower extremities	95
H269 Counsel subordinates concerning personal matters	95
C44 Inspect equipment or facilities for safety hazards	95
H310 Evaluate work of subordinates	95
H322 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	95
H341 Write recommendations for awards or decorations	95
F162 Measure and adjust length of crutches	95
F168 Instruct patients in partial-weight-bearing crutch gaits	95
I352 Demonstrate use of physical therapy equipment	95
F167 Instruct patients in nonweight-bearing crutch gaits	95
K411 Coordinate equipment maintenance or calibration with medical equipment repair centers (MERCs)	95
F171 Measure and adjust length of canes	95
F172 Instruct patients in use of canes	95
H270 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	93
A13 Record patient treatment history on AF Forms 1535, Physical Therapy Consultation	93
E116 Administer or instruct patients in active exercises for upper extremities	93
J407 Schedule patients for treatments	93
E114 Administer or instruct patients in active exercises for axial skeleton	93
H266 Conduct supervisory performance feedback sessions	93
H255 Assign duties to subordinates	93
H331 Review physical therapy clinical procedures	93
A11 Interview patients to determine treatment schedules	93
K415 Identify and report equipment or supply problems	93
B19 Measure joint ranges of motion using goniometers	93
D91 Apply cold pack treatments	93
D78 Apply TENS treatments	93
F169 Instruct patients in weight-bearing-to-tolerance crutch gaits	93
D101 Apply supine cervical traction	93
F173 Instruct patients in stair climbing with canes	93
F165 Instruct patients in two-point alternate crutch gaits	93

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 4J052 AND DAFSC 4J072 PERSONNEL
(PERCENT MEMBERS PERFORMING)

SELECTED TASKS	4J052 (N=106)	4J072 (N=41)	DIFFERENCE
C64 Prepare equipment for paraffin treatments	64	46	18
C54 Prepare equipment for Hubbard tank treatments	26	12	14
D88 Apply hydrotherapy in therapeutic pools	26	12	14
C53 Prepare equipment for arm or leg whirlpool treatments	85	71	14
C71 Prepare isokinetic equipment	65	51	14
A3 Consult with physical therapists on progress of patients	94	80	14
D86 Apply Hubbard tank treatments	24	10	14
J383 Destroy classified materials	25	12	13
C58 Prepare materials for debridement or wound dressings	79	68	11
C60 Prepare materials for ice massages	79	68	11
<hr/>			
H319 Interpret policies, directives, or procedures for personnel	26	90	-64
H282 Draft budget requirements	18	80	-62
H295 Evaluate budget requirements	19	80	-61
H339 Write job or position descriptions	22	83	-61
K416 Initiate documentation to turn in excess or surplus property	30	90	-60
H341 Write recommendations for awards or decorations	36	95	-59
H326 Plan equipment replacement programs	19	78	-59
H309 Evaluate workload requirements	22	80	-58
I354 Determine training requirements	28	85	-57
H312 Implement cost-reduction programs	14	71	-57
H304 Evaluate personnel for compliance with performance standards	34	90	-56

Representative TMs for this 7-skill level group include:

TM	Module Title	No. of Tasks	Percent		Avg Pct Mbrs Perf
			Time Spent Sum	Mbrs Perf	
0006	instruct patients on use of canes or crutches	8	3	94	
0010	apply physical therapy treatments	8	3	89	
0012	schedule patients for treatment, evaluations, or visits	4	2	89	
0021	instruct patients in home program	6	2	82	
0031	treat wounds	7	2	76	
0053	requisition equipment or supplies	5	2	86	
0058	general supervision and management	6	2	85	
0060	perform general first-line supervision activities	10	5	90	
0105	issue/service/inventory equipment, tools, parts, or supplies	4	2	88	
0106	develop or evaluate training	13	3	50	

These TMs indicate the broad scope of 7-skill members' activities and provide emphasis and direction for training, or as a minimum, a starting point for upgrade training to craftsman, with an emphasis on both general and specific supervisory and management activities as they apply to physical therapy activities.

Summary

Three- and 5-skill level airmen perform many tasks in common, and both groups spend the vast majority of their relative job time on technical AFSC-specific physical therapy administration tasks. The 5-skill level group, while performing similar 3-skill level technical tasks, perform some supervisory and management tasks. At the 7-skill level, members still perform a substantial amount of routine day-to-day technical physical therapy activities, but demonstrate a shift toward supervisory functions.

ANALYSIS OF MAJCOMs

Tasks and background data for personnel of the eight MAJCOMs with the largest AFSC 4J0X2 populations were compared to determine whether job content varied as a function of command assignment.

For the most part, the work performed across all eight commands was similar, with many tasks performed in common. The largest percentage of relative job time across all commands is committed to tasks covering the preparation for, application, administration, or instruction of

patients in physical therapy exercises or therapies (see Table 13). The most notable comment, for the work performed by specific MAJCOMs, is that there is no substantial difference in the administration of physical therapy based on the command to which a member is assigned. The administration of physical therapy to patients appears to be consistent across the Air Force.

TRAINING ANALYSIS

One of the many sources of information that can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment is the OSR. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks or using certain equipment or tools, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

To assist specifically in evaluation of the STS, a SME from the 382 TRS, Sheppard AFB TX, matched JI tasks to appropriate sections and subsections of the Physical Therapy STS. It was this matching upon which comparison to those documents was based. A complete computer listing displaying the percent members performing tasks, TE and TD ratings for each task, along with the STS matchings, has been forwarded to the technical school for their use in further detailed reviews of appropriate training documents. A summary of this information is presented below.

First-Enlistment Personnel

In this study, there are 81 members in their first enlistment (1-48 months TAFMS), representing over 40 percent of the total survey sample. The job performed by these personnel is highly technical in nature, accounting for 86 percent of their relative duty time (see Table 14). Distribution of these personnel across the career ladder jobs is displayed in Figure 2, which shows that the vast majority of first-enlistment airmen are included in the Physical Therapy Technician Job. Table 15 displays some of the average 152 tasks performed by this group and reflects general physical therapy administration, exercises, or procedures.

TABLE 13

PERCENTAGE OF TIME SPENT ON DUTIES BY 410X2 MAJCOM GROUPS

DUTIES	AETC (N=44)	AMC (N=44)	ACC (N=26)	AFMC (N=24)	PACAF (N=22)
A. MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	5	6	5	5	6
B. PERFORMING TESTS AND TAKING MEASUREMENTS	5	4	5	4	5
C. PREPARING FOR PHYSICAL THERAPY PROCEDURES	14	15	13	14	15
D. APPLYING PHYSICAL THERAPY PROCEDURES	12	14	13	14	15
E. ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	15	17	17	16	14
F. ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURES	15	16	16	15	16
G. PERFORMING MEDICAL READINESS ACTIVITIES	2	3	3	3	3
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	14	10	13	13	11
I. PERFORMING TRAINING ACTIVITIES	7	4	4	4	3
J. PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	6	6	7	8	7
K. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	5	5	5	5

NOTE: Columns may not add to 100 percent due to rounding

TABLE 13 (CONTINUED)

PERCENTAGE OF TIME SPENT ON DUTIES BY 4J0X2 MAJCOM GROUPS

DUTIES	AFSPC (N=16)	USAFE (N=15)	USAFA (N=13)
A. MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	5	10	7
B. PERFORMING TESTS AND TAKING MEASUREMENTS	5	7	5
C. PREPARING FOR PHYSICAL THERAPY PROCEDURES	15	12	16
D. APPLYING PHYSICAL THERAPY PROCEDURES	16	11	15
E. ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	15	15	17
F. ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURES	15	14	14
G. PERFORMING MEDICAL READINESS ACTIVITIES	5	3	2
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	10	13	9
I. PERFORMING TRAINING ACTIVITIES	3	3	3
J. PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	7	6	6
K. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	5	4	5

NOTE: Columns may not add to 100 percent due to rounding

TABLE 14
RELATIVE PERCENT OF TIME SPENT ON DUTIES
BY 4J0X2 FIRST-ENLISTMENT PERSONNEL

DUTIES	PERCENT MEMBERS PERFORMING (N=81)
A. MAKING CONSULTATIONS OR CONSTRUCTING TREATMENT PROGRAMS	6
B. PERFORMING TESTS AND TAKING MEASUREMENTS	5
C. PREPARING FOR PHYSICAL THERAPY PROCEDURES	18
D. APPLYING PHYSICAL THERAPY PROCEDURES	17
E. ADMINISTERING OR INSTRUCTING PATIENTS IN THERAPEUTIC EXERCISES	19
F. ADMINISTERING OR INSTRUCTING PATIENTS IN PHYSICAL THERAPY PROCEDURES	19
G. PERFORMING MEDICAL READINESS ACTIVITIES	3
H. PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4
I. PERFORMING TRAINING ACTIVITIES	1
J. PERFORMING GENERAL ADMINISTRATIVE ACTIVITIES	6
K. PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3

NOTE: Columns may not add to 100 percent due to rounding

AFSC 4J0X2
PHYSICAL THERAPY
FIRST-ENLISTMENT PERSONNEL
(N=81)

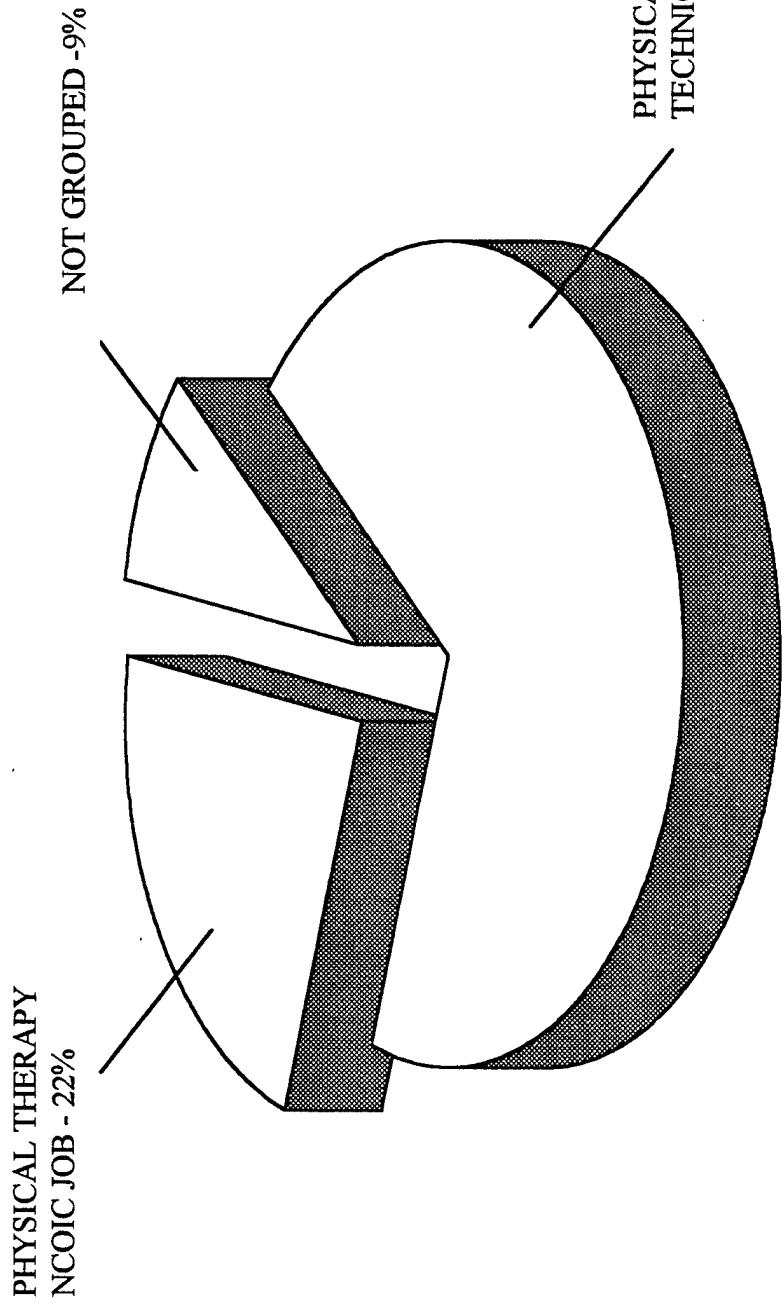


FIGURE 2

TABLE 15
REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT PERSONNEL

SELECTED TASKS	PERCENT MEMBERS PERFORMING (N=81)
C43 Explain treatment procedures to patients	99
D96 Apply moist heat treatments	99
C59 Prepare equipment for cold pack treatments	99
C47 Prepare transcutaneous electrical nerve stimulation (TENS) equipment	99
F172 Instruct patients in use of canes	99
B19 Measure joint ranges of motion using goniometers	99
C63 Prepare equipment for moist heat treatments	98
F167 Instruct patients in nonweight-bearing crutch gaits	98
F162 Measure and adjust length of crutches	98
D78 Apply TENS treatments	98
F171 Measure and adjust length of canes	98
E115 Administer or instruct patients in active exercises for lower extremities	98
C40 Adjust exercise equipment, such as wall pulleys, stationary bikes, or upper-body ergometers (UBEs)	98
A12 Monitor patients during treatment programs	96
F170 Instruct patients in stair climbing with crutches	96
C52 Prepare equipment for phonophoresis treatments	96
C48 Prepare equipment for ultrasound treatments using direct contact methods	96
D91 Apply cold pack treatments	96
F168 Instruct patients in partial-weight-bearing crutch gaits	96
C67 Prepare equipment for supine cervical traction treatments	96
C65 Prepare equipment for pelvic traction	96
D99 Apply pelvic traction	96
E127 Administer or instruct patients in manual active-assistive range of motion exercises for upper extremities	96
D84 Apply phonophoresis treatments	95
E116 Administer or instruct patients in active exercises for upper extremities	95
E130 Administer or instruct patients in manual passive range of motion exercises for upper extremities	95
D81 Apply ultrasounds not combined with electrical stimulations	94
F169 Instruct patients in weight-bearing-to-tolerance crutch gaits	94

Representative TMs for this first-enlistment group include:

TM	Module Title	No. of Tasks	Percent		Avg Pct Mbrs Perf
			Time Spent Sum	Mbrs Perf	
0006	instruct patients on use of canes or crutches	8	7	96	
0008	explain treatments or procedures to patients	3	3	97	
0010	apply physical therapy treatments	8	7	97	
0011	prepare and apply traction	4	3	96	
0012	schedule patients for treatment, evaluations, or visits	4	3	83	
0013	document patients' treatment	3	3	90	
0021	instruct patients in home programs	6	3	83	
0031	treat wounds	7	3	81	

These TMs indicate the broad scope of first-enlistment members' activities and provide emphasis and direction for training or at least a starting point for resident training. These TMs illustrate the wide variance in activities performed by these members.

One of the objectives of this survey project was to gather data for the Training Wing pertaining to the various types of equipment used or therapeutic exercise protocols instructed on or performed. Accordingly, Tables 16-24 present percentages of first-job and first-enlistment airmen responding to these questions with regard to the use, operation, or maintenance of these items. Information was gathered on:

- 22 types of ambulation or transfer equipment (18 of which had responses greater than 20 percent) (see Table 16)
- 8 types of electronic stimulation equipment (all 8 had responses greater than 20 percent) (see Table 17)
- 37 types of exercise equipment (27 of which had responses of greater than 20 percent) (see Table 18)
- 9 types of hydrotherapy equipment (7 of which had responses greater than 20 percent) (see Table 19)
- 9 types of measurement equipment (7 of which had responses greater than 20 percent) (see Table 20)
- 9 types of thermotherapy equipment (6 of which had responses greater than 20 percent) (see Table 21)
- 4 types of traction equipment (all 4 had responses greater than 20 percent) (see Table 22)
- 18 types of miscellaneous equipment (11 of which had responses greater than 20 percent) (see Table 23)
- 25 types of therapeutic exercise protocols (23 of which had responses greater than 20 percent) (see Table 24)

TABLE 16

AMBULATION OR TRANSFER EQUIPMENT USED, OPERATED, OR INSTRUCTED BY
20 PERCENT OR MORE OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL

SELECTED AMBULATION OR TRANSFER EQUIPMENT USED, OPERATED, OR INSTRUCTED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Canes, Multipointed	64	60
Canes, Standard	100	99
Crutches, Axillary	94	98
Crutches, Forearm	50	54
Crutches, Platform	33	42
Exercise Staircases	64	67
Mat Platforms	28	31
Parallel Bars, other than Motorized	39	31
Patient Lifts	47	32
Posture Training Mirrors	36	36
Prosthetic Devices	25	23
Stall Bars, such as in Restrooms	36	23
Tilt Tables, Electric	50	43
Transfer Boards	31	23
Walkers, Roller	67	70
Walkers, Standard	86	88
Wheelchairs, Traveler	28	19
Wheelchairs, Universal	61	63

TABLE 17

ELECTRICAL STIMULATION EQUIPMENT USED OR OPERATED BY 20 PERCENT
OR MORE OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL

SELECTED ELECTRICAL STIMULATION EQUIPMENT USED OR OPERATED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Low-Voltage Alternating Current (AC)	75	77
Direct Current (DC)	53	62
Combined Current (AC/DC)	53	57
High-Voltage	89	79
Functional Electric Stimulators (FESs)	31	36
Interferential Equipment	67	73
Point Stimulators	28	25
Transcutaneous Electrical Nerve Stimulation (TENS) Units	92	94

TABLE 18

EXERCISE EQUIPMENT USED, OPERATED, OR INSTRUCTED BY 20 PERCENT OR MORE
OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL

SELECTED EXERCISE EQUIPMENT USED, OPERATED, OR INSTRUCTED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Athletic Exercise Equipment, such as Eagle or Nautilus	56	57
Biomechanical Ankle Platform Systems (BAPSs)	97	99
Closed-Chain Equipment, such as Total Gym	83	83
Continuous Passive Motion Machines (CPMs)	56	65
Exercise/Development Balls	72	65
Exercise Mats	56	62
Exercise Units, Isokinetic	83	81
Exercise Units, N-K	42	36
Exercisers, Ankle and Leg	67	65
Exercisers, Axial Resistance	25	22
Exercisers, Ergometric Bicycle	61	54
Exercisers, Standard Bicycle	81	84
Finger Shoulder Ladders	42	51
Fitters	47	49
Incline Boards	31	32
Iron Dumbbells	92	89
Mini Trampolines	42	42
Overhead Pulleys	89	85
Rocking Boards	33	30
Stair Masters	69	81
Theraband/Rubber Tubing	97	99
Theraputties	58	64
Treadmills	75	75
Upper-Body Ergometers (UBEs)	89	84
Weights, Sand or Shot Bag	64	60
Weights, Slotted or Various	33	33
Weights, Wall-Mounted Pulley	72	65

TABLE 19

**HYDROTHERAPY EQUIPMENT USED OR OPERATED BY 20 PERCENT OR MORE
OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL**

SELECTED HYDROTHERAPY EQUIPMENT USED OR OPERATED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Burn Tanks	22	25
Patient Lifts	33	28
Whirlpool Cleaning Disinfection Units	50	46
Whirlpools, Arm	81	84
Whirlpools, Full-Body, such as Hubbard Tank	47	48
Whirlpools, Leg	83	89
Whirlpools, Low-Boy	47	49

TABLE 20

**MEASUREMENT EQUIPMENT USED OR OPERATED BY 20 PERCENT OR MORE
OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL**

SELECTED MEASUREMENT EQUIPMENT USED OR OPERATED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Dynamometers, Hand	58	56
Goniometers	97	99
Isokinetic Testing Equipment	56	58
Pinch Gauges	14	20
Pulse Monitors	22	26
Reflex Hammers	44	44
Sphygmomanometers	36	33
Stethoscopes	56	67
Tape Measures	78	86

TABLE 21

**THERMOTHERAPY EQUIPMENT USED OR OPERATED BY 20 PERCENT OR MORE
OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL**

SELECTED THERMOTHERAPY EQUIPMENT USED OR OPERATED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Hydrocollator Moist Heat Units	94	94
Paraffin Baths	64	67
Ultrasound-Elect Stimulation Equipment, Console	83	80
Ultrasound-Elect Stimulation Equipment, Piggyback	44	40
Ultrasound Machines, Fixed Megahertz (MHz)	56	59
Ultrasound Machines, Variable MHz	78	84

TABLE 22

**TRACTION EQUIPMENT USED OR OPERATED BY 20 PERCENT OR MORE OF
4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL**

SELECTED TRACTION EQUIPMENT USED OR OPERATED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Cervical Traction Units, Sitting	31	31
Cervical Traction Units, Supine	97	99
Pelvic Traction Units	97	99
Traction Devices, such as Saunders	19	23

TABLE 23

MISCELLANEOUS EQUIPMENT USED, OPERATED, OR INSTRUCTED BY 20 PERCENT
OR MORE OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL

SELECTED MISCELLANEOUS EQUIPMENT USED, OPERATED, OR INSTRUCTED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Cryocuffs	64	63
Gait Belts	92	95
Iontophoresis Equipment	83	84
Plinths	92	86
Sling Suspension Apparatus	11	20
Tables, Hi-Low	75	80
Tables, Mobilization	33	36
Tables, Taping	25	31
Units, Biofeedback	42	30
Units, Cold Pack	94	94
Units, Intermittent Compression	33	40

TABLE 24

THERAPEUTIC EXERCISE PROTOCOLS INSTRUCTED OR CONDUCTED BY
20 PERCENT OR MORE OF 4J0X2 FIRST-JOB OR FIRST-ENLISTMENT PERSONNEL

SELECTED THERAPEUTIC EXERCISE PROTOCOLS INSTRUCTED OR CONDUCTED	PERCENT MEMBERS PERFORMING	
	1ST JOB (N=36)	1ST ENL (N=81)
Anterior Cruciate Ligament (ACL) Exercises	97	95
Aquatic Exercises	25	21
Back/Trunk Extension Exercises	94	93
Back/Trunk Flexion Exercises	86	86
Balance Exercises	83	85
Breathing Exercises	28	31
Cardiac Exercises	31	27
Codman's Exercises	78	90
Coordination Exercises for Lower Extremities	78	78
Coordination Exercises for Upper Extremities	75	75
Kyphosis Exercises	53	54
Lordosis Exercises	53	56
Neurological Rehabilitation Exercises	25	31
Posterior Cruciate Ligament (PGL) Exercises	75	70
Postpartum Exercises	56	51
Prenatal Exercises	42	48
Rotator Cuff Exercises	97	98
Scoliosis Exercises	53	58
Shoulder Exercises	89	91
Temporomandibular Joint (TMJ) Exercises	47	47
Total Hip Replacement Exercises	86	89
Total Knee Replacement Exercises	100	95
Trunk Stabilization Exercises	69	68

These tables illustrate the large variety of equipment and therapeutic exercise protocols used by the largest percentage of these members in their jobs. This type of information is useful for both technical school and MAJCOM training personnel to assist them in focusing limited training time or other resources on the most utilized items.

TE and TD Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank ordering of those tasks in the JI considered important for first-enlistment training (TE) (see Table 25 for the top-rated tasks), along with a measure of the difficulty (TD) of the JI tasks (see the highest rated tasks presented in Table 26). A total of 100 tasks were rated high in TE, having a rating over 5.56. Tasks rated highest in TE are technical tasks, to include: applying physical therapy procedures, such as ultrasounds, traction, and electrical stimulation treatments; administering or instructing patients in therapeutic exercises, such as active treatments and isometric exercises for both upper and lower extremities, and exercises for the axial skeleton; and administering or instructing patients in physical therapy procedures, such as using crutches and canes, and instructing patients on using therapeutic procedures. These tasks are rated high in TE and viewed as necessary for training of first-enlistment personnel and are viewed as somewhat too difficult to learn. A total of 205 tasks were rated high in TD. Tasks rated highest in TD are technical tasks which include: performing tests and taking measurements, such as measuring neurological deficits or oxygen saturation; performing medical readiness activities, such as assembling operating rooms (ORs) or surgical tents and performing triage; and performing management and supervisory activities, such as drafting budgets or host-tenant agreements and planning for medical readiness activities. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist training development personnel, the AFOMS developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. ATIs correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-3601. ATIs allow training developers to quickly focus attention on those basic tasks which are most likely to qualify for resident training.

TABLE 25

TECHNICAL TASKS RATED HIGHEST IN TRAINING EMPHASIS (TE) BY AFSC 4J0X2 PERSONNEL

SELECTED TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING			TASK DIFF**
		1ST JOB (N=36)	1ST ENL (N=81)		
D104 Apply aseptic techniques to include treatment area or personal hygiene	7.34	75	78	4.50	
G193 Administer or practice cardiopulmonary resuscitation (CPR)	7.19	61	60	5.54	
A13 Record patient treatment history on AF Forms 1535, Physical Therapy	7.03	92	90	4.29	
Consultation					
D80 Apply ultrasounds combined with electrical stimulations	7.00	89	86	4.78	
D81 Apply ultrasounds not combined with electrical stimulations	6.97	100	94	4.11	
C43 Explain treatment procedures to patients	6.94	100	99	3.71	
F170 Instruct patients in stair climbing with crutches	6.88	100	96	3.95	
D89 Debride burns or wounds	6.88	64	75	5.84	
D78 Apply TENS treatments	6.81	100	98	3.93	
E114 Administer or instruct patients in active exercises for axial skeleton	6.81	69	74	4.50	
D75 Apply high-voltage electrical stimulation treatments	6.81	92	85	4.53	
D101 Apply supine cervical traction	6.75	92	94	4.37	
D90 Apply packing materials or dressings to wounds	6.75	64	73	5.57	
C47 Prepare TENS equipment	6.69	100	99	3.86	

* TE MEAN = 3.46; S.D. = 2.10 (High TE =>5.56)

** TD MEAN = 5.00; S.D. = 1.00

TABLE 26

TECHNICAL TASKS RATED HIGHEST IN TASK DIFFICULTY (TD) BY AFSC 4J0X2 PERSONNEL

SELECTED TASKS	PERCENT MEMBERS PERFORMING					
	TASK DIFF*	1ST JOB (N=36)	1ST ENL (N=81)	DAFSC (N=106)	4J052 (N=41)	TNG EMP**
B23 Measure neurological deficits	8.93	8	4	10	12	2.00
B25 Measure oxygen saturation	8.20	11	9	5	7	.66
B26 Measure pain thresholds using pressure gauges or tuning forks	7.94	6	6	5	5	1.03
F157 Instruct hip disarticulation amputees in ambulation using prosthesis	7.74	0	2	7	12	2.53
G194 Assemble or disassemble operating room (OR) equipment, instruments, or supplies for air transportable hospital (ATHs)	7.55	6	7	10	10	1.12
G195 Assemble surgical tents	7.36	11	12	10	15	1.47
G205 Deploy medical readiness teams and equipment	7.33	6	6	6	5	.91
G210 Initiate basic psychiatric care in emergency situations	7.29	8	7	11	15	1.22
G244 Reduce dislocations	7.26	6	5	7	7	1.41
B35 Perform lower extremity specialty tests, such as Q-angle, McMurray, or drawer sign, as IDT	7.15	6	5	14	20	3.16
F158 Instruct lower extremity nonprosthetic amputees in ambulation	7.07	17	16	16	15	3.41
G241 Perform visual evaluations or referrals	7.06	8	7	9	10	.91
B33 Perform deep tendon reflexes (DTR) or sensation testing as IDT	7.03	6	2	6	2	1.66

* TD MEAN = 5.00; S.D. = 1.00

** TE MEAN = 3.46; S.D. = 2.10 (High TE = >5.56)

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

Specialty Training Standard (STS)

A comprehensive review of STS 4J0X2, dated July 1997, compared STS items to survey data based on the previously mentioned match of tasks to STS elements. STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge, performance elements, and dashed/”-” items of the STS were compared against the standard set forth in AETCI 36-2601. Typically, STS elements matched to tasks which have sufficiently high TE and TD ratings and are performed by at least 20 percent of a criterion group (i.e., 1-48 months TAFMS, and 5- and 7-skill level groups), should be considered for inclusion in the STS. Likewise, elements matched to tasks with less than 20 percent performing in all of these groups should be considered for deletion from the STS.

Using this criterion, STS 4J0X2 was found to be very well supported by survey data. The STS captures the work performed by this career ladder as identified by the career ladder structure analysis of this AFSC. All STS paragraphs with performance coded entries had tasks matched to them with sufficient percentages of members performing these tasks. Only one subparagraph in one STS paragraph (i.e., STS paragraph 17.8.2) with matched tasks was not supported by occupational data. This subparagraph was not a performance coded entry but had tasks that were matched with insufficient percentages of any criterion group performing those tasks. This subparagraph covered administering or instructing patients in postural drainage. This was only one subparagraph in an STS paragraph that was fully supported by occupational data.

Tasks not matched to any entry of the STS are listed at the end of the STS computer listing. These were reviewed extensively to determine if there were any tasks concentrated around any particular functions or jobs. While no strong trends were found, a few tasks with the highest TE, TD, ATI value, and percentages of criterion groups performing centered around activities involving mechanical passive stretching exercises and home care. Examples of these tasks and other technical tasks performed by 20 percent of more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 27. Training personnel should review these and other eligible unreferenced tasks to determine inclusion in the STS is justified.

TABLE 27

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
AND NOT REFERENCED TO THE 4J0X2 STS

SELECTED TASKS	PERCENT MEMBERS PERFORMING						TASK DIFF**
	1ST (N=81)	DAFSC ENL (N=106)	DAFSC 4J052 (N=106)	4J072 (N=41)	TNG EMP*	TNG EMP*	
G193 Administer or practice cardiopulmonary resuscitation (CPR)	60	62	83	7.19	5.54		
F188 Instruct patients in use of home TENS units	90	86	88	5.94	4.11		
E141 Administer or instruct patients in mechanical passive stretching exercises for lower extremities	64	59	54	5.59	4.42		
E142 Administer or instruct patients in mechanical passive stretching exercises for upper extremities	60	53	51	5.56	4.61		
F183 Instruct patients in home program of cervical traction	83	65	66	5.47	4.44		
F187 Instruct patients in use of home shoulder pulleys	78	65	66	5.47	4.07		
I352 Demonstrate use of physical therapy equipment	60	74	95	5.44	4.55		
E139 Administer or instruct patients in mechanical passive range of motion exercises for lower extremities using continuous passive motion machines (CPMs)	59	49	54	5.38	4.85		
F184 Assist in joint mobilizations	86	78	73	5.34	5.48		
D108 Perform support taping	60	56	56	5.16	5.79		

* TE MEAN = 3.46; S.D. = 2.10 (High TE = >5.56)

** TD MEAN = 5.00; S.D. = 1.00

Plan of Instruction (POI)

The POI for AFSC 4J0X2, titled Physical Therapy, is dated September 1997. JI tasks were matched to related functional areas of the POI, with the assistance of the 382 TRS, Sheppard AFB TX. The method employed was similar to that of the STS analysis. The data examined included percent members performing data for first-job (1-24 months TAFMS) personnel, first-enlistment (1-48 months TAFMS) personnel, and TE and TD ratings.

POI functional areas were compared to the standard set forth in AETCI 36-2601 (30 percent or more of the first-enlistment group performing tasks trained, along with sufficiently high TE and TD ratings on those tasks). By this guidance, tasks trained in the course which do not meet these criteria should be considered for elimination from the formal course, if not justified on some other acceptable basis.

Using this criterion, the POI for AFSC 4J0X2 was found to be well supported by occupational survey data. All functional areas with their behavioral statements that had tasks matched to them had sufficient percentages of members in the criterion groups performing these tasks.

Tasks not matched to any functional area of the POI are listed at the end of the POI computer listing. These were reviewed extensively to determine if there were any tasks concentrated around any particular functions or jobs. While no strong trends were found, a few tasks with the highest TE, TD, ATI value, and percentages of criterion groups performing centered around activities involving preparing equipment and home care. Examples of these tasks and other technical tasks performed by 30 percent of more respondents of the POI target groups, but which were not referenced to any POI element, are displayed in Table 28. Training personnel should review these and other eligible unreferenced tasks to determine inclusion in the STS is justified.

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors that may effect the job performance of airmen in the career ladder. Questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey disk to provide indications of job satisfaction.

Table 29 presents job satisfaction data for AFSC 4J0X2 TAFMS groups, together with data for a comparative sample of medical career ladders surveyed in 1997. These data can give a relative measure of how the job satisfaction of AFSC 4J0X2 personnel compares with other similar Air Force specialties. Review of Table 31 reflects that responses from AFSC 4J0X2 TAFMS groups regarding job interest, use of talents, use of training, and sense of

TABLE 28

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
AND NOT REFERENCED TO THE AFSC 4J0X2 POI

SELECTED TASKS	PERCENT MEMBERS PERFORMING					
	1ST 1ST JOB (N=36)		1ST ENL (N=81)		TASK EMP* DIFF**	
	1ST	JOB	ENL	TNG	EMP*	DIFF**
D90	Apply ultrasounds combined with electrical stimulations	89	86	7.00	4.78	
D84	Apply phonophoresis treatments	97	95	6.78	4.11	
D90	Apply packing materials or dressings to wounds	64	73	6.75	5.57	
C52	Prepare equipment for phonophoresis treatments	94	96	6.44	3.50	
C70	Prepare equipment for ambulation training	92	94	6.25	3.65	
E138	Administer or instruct patients in mechanical active-assistive range of motion exercises for upper extremities	72	74	6.09	4.34	
F188	Instruct patients in use of home TENS units	86	90	5.94	4.11	
E145	Administer or instruct patients in pre- or postoperative surgery programs	81	84	5.78	4.68	
J406	Schedule patients for evaluations	83	88	5.69	3.70	
D95	Apply cryocuff treatments	58	60	5.66	3.48	

* TE MEAN = 3.46; S.D. = 2.10 (High TE = >5.56)

** TD MEAN = 5.00; S.D. = 1.00

TABLE 29

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 4J0X2
 TAFMS GROUPS IN CURRENT STUDY TO A COMPARATIVE SAMPLE
 (PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS			49-96 MONTHS TAFMS			97+ MONTHS TAFMS		
	4J0X2		COMP SAMPLE (N=1,251)	4J0X2		COMP SAMPLE (N=39)	4J0X2		COMP SAMPLE (N=84)
	(N=8)			(N=39)		(N=813)		(N=84)	
<u>EXPRESSED JOB INTEREST:</u>									
INTERESTING	90	72		92		75		90	
SO-SO	10	15		5		15		7	
DULL	0	12		3		9		2	
<u>PERCEIVED UTILIZATION OF TALENTS:</u>									
FAIRLY WELL TO PERFECTLY	92	76		95		80		90	
LITTLE OR NOT AT ALL	7	23		5		19		11	
<u>PERCEIVED UTILIZATION OF TRAINING:</u>									
FAIRLY WELL TO PERFECTLY	96	85		100		80		91	
LITTLE OR NOT AT ALL	4	15		0		19		10	
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>									
SATISFIED	86	70		87		70		82	
NEUTRAL	10	13		8		12		5	
DISSATISFIED	4	17		5		17		13	
<u>REENLISTMENT INTENTIONS:</u>									
YES OR PROBABLY YES	41	56		56		67		56	
NO OR PROBABLY NO	59	43	*	44		33	*	17	
WILL RETIRE	0			0			*	27	

* Less than 1 percent

NOTE: Columns may not add to 100 percent due to rounding or nonresponse
 Comparative sample of MEDICAL career ladders surveyed in 1996. (Includes AFSCs 4A0X1, 4B0X1, 4H0X1, 4J0X1, and 4N0X1/A/B)

accomplishment gained from work are higher than the comparative sample. For all TAFMS groups in the current study, respondents indicated lower reenlistment intentions than for those in the comparative sample.

Table 30 presents job satisfaction responses from personnel in the current survey to the previous study. Across all five job satisfaction indicators and all three TAFMS groups, the current study reflects generally lower positive responses than those for the previous study. It should be noted that even though the current study's responses are lower, they are in no way low (all responses are well above 80 percent members performing). The exception for lower responses was noted for reenlistment intentions, indicating the current survey was less likely to reenlist than for in the previous study.

Finally, Table 31 presents job satisfaction responses from personnel in the specialty jobs discussed in the **SPECIALTY JOBS** section of this report. An examination of these data can show how overall job satisfaction may be influenced by the type of job performed. Review of the job satisfaction data for the Physical Therapy career ladder reveals generally positive responses in the five job satisfaction indicators.

All three jobs within this study revealed high ratings for four of the five job satisfaction indicators. The one job satisfaction indicator with either less than positive or barely positive responses by all three of the jobs within this study was in reenlistment intentions.

When there are serious problems in a career ladder, survey respondents are usually quite free with write-in comments to complain about perceived problems in the field. Fifty-four percent of the survey sample (N=110) used the write-in feature to convey some type of information. No major deficiencies were evident. Many respondents used the write-in comments to provide information about themselves and their jobs. Of the 110 write-in comments, 39 percent provided information about work or functional area, 19 percent of the comments dealt with providing telephone numbers, an additional 19 percent provided varying types of equipment (covered no particular trend), 14 percent provided general information, and the remaining 9 percent of the comments covered base or command assignment, additional tasks not included in the job inventory, and miscellaneous comments. No particular trends or areas of concern were evident.

IMPLICATIONS

This survey was initiated to validate training requirements and to ensure members are receiving the training for their jobs. The data is also needed to verify changes within the career ladder and technical training and to provide input for the development of the CDC materials.

Survey results described in the **SPECIALTY JOBS** section clearly suggest personnel in the Physical Therapist Technician Job make up the bulk of the career ladder and perform the technical day-to-day responsibilities for the career ladder. These members perform the complete gamut of

TABLE 30

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 4J0X2
 TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
 (PERCENT MEMBERS RESPONDING)

	1-48 MONTHS TAFMS			49-96 MONTHS TAFMS			97+ MONTHS TAFMS		
	1998 (N=81)	1993 (N=70)	1998 (N=39)	1998 (N=80)	1993 (N=80)	1993 (N=84)	1998 (N=84)	1993 (N=110)	1998 (N=110)
<u>EXPRESSED JOB INTEREST:</u>									
INTERESTING	90	97	92	94	90	91			
SO-SO	10	1	5	5	7	6			
DULL	0	1	3	1	2	3			
<u>PERCEIVED UTILIZATION OF TALENTS:</u>									
FAIRLY WELL TO PERFECTLY	92	99	95	94	90	93			
LITTLE OR NOT AT ALL	7	1	5	6	11	7			
<u>PERCEIVED UTILIZATION OF TRAINING:</u>									
FAIRLY WELL TO PERFECTLY	96	97	100	96	91	96			
LITTLE OR NOT AT ALL	4	3	0	4	10	4			
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>									
SATISFIED	86	94	87	88	82	86			
NEUTRAL	10	3	8	4	5	5			
DISSATISFIED	4	3	5	8	13	9			
<u>REENLISTMENT INTENTIONS:</u>									
YES OR PROBABLY YES	41	67	56	64	56	73			
NO OR PROBABLY NO	59	33	44	33	17	10			
WILL RETIRE	0	0	0	3	27	17			

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

TABLE 31

COMPARISON OF JOB SATISFACTION INDICATORS FOR MEMBERS OF SPECIALTY CLUSTERS AND JOBS
(PERCENT MEMBERS RESPONDING)

	PHYSICAL THERAPY TECHNICIAN JOB	PHYSICAL THERAPY NCOIC JOB	PHYSICAL THERAPY SUPERINTENDENT JOB
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	89	94	75
SO-SO	9	4	25
DULL	1	2	0
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	90	92	100
LITTLE OR NOT AT ALL	9	8	0
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	95	95	88
LITTLE TO NOT AT ALL	5	5	13
<u>SENSE OF ACCOMPLISHMENT</u>			
<u>GAINED FROM WORK:</u>			
SATISFIED	82	85	100
NEUTRAL	11	6	0
DISSATISFIED	7	10	0
<u>REENLISTMENT INTENTIONS:</u>			
PLAN TO REENLIST	46	57	50
PLAN NOT TO REENLIST	52	30	0
PLAN TO RETIRE	2	13	50

NOTE: Columns may not add to 100 percent due to rounding or nonresponse

physical therapy administration activities. The remaining two jobs are distinguishable from the Physical Therapist Technician Job by *not what they do not* perform but by *the addition of* varying levels of supervision and management responsibilities.

Specialty descriptions for this career ladder accurately describe the work performed by members. Members progress typically through the career ladder.

The STS and POI for AFSC 4J0X2 are well supported by occupational survey data. Tasks not referenced to both of these documents should be reviewed for possible inclusion in either the STS or POI.

When compared to other medical AFSCs, members in the Physical Therapy career field respond generally higher than the comparative sample on four of the five job satisfaction indicators. When compared to the previous study, job satisfaction indicators for the current study indicate less positive responses than for the previous study. Members of the Physical Therapy career ladder appear very satisfied with their jobs, revealing positive responses in four of the five job satisfaction indicators. The one job satisfaction indicator with either less than positive or barely positive responses for the current survey when analyzed against all comparison groups (i.e., comparative sample, previous sample, and a within the specialty), was for reenlistment intentions.

The information from this OSR comes directly from survey data collected from physical therapy personnel worldwide. These data are readily available to training personnel, functional managers, and any interested parties having a need for such information. More detailed information is compiled and presented in training and analysis extracts. These extracts provide an excellent resource and tool for managers in making decisions affecting their career fields.

APPENDIX A

**SELECTED REPRESENTATIVE TASKS PERFORMED BY
MEMBERS OF CAREER LADDER JOBS**

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TABLE I
PHYSICAL THERAPY TECHNICIAN JOB (ST018)

GROUP SIZE: 95
PERCENT OF CLUSTER: 47%
PREDOMINANT GRADE: E-3/4

AVERAGE TICF: 47 MOS
AVERAGE TAFMS: 55 MOS

Average number of tasks performed: 145

The following tasks are in descending order of Percent Members Performing (PMP):

<u>REPRESENTATIVE TASKS</u>	<u>PMP</u>
D96 Apply moist heat treatments	100
C63 Prepare equipment for moist heat treatments	100
D91 Apply cold pack treatments	100
C59 Prepare equipment for cold pack treatments	100
D78 Apply TENS treatments	100
C47 Prepare transcutaneous electrical nerve stimulation (TENS) equipment	100
B19 Measure joint ranges of motion using goniometers	100
E120 Administer or instruct patients in isometric exercises for lower extremities	99
C40 Adjust exercise equipment, such as wall pulleys, stationary bikes, or upper-body ergometers (UBEs)	99
C43 Explain treatment procedures to patients	98
D81 Apply ultrasounds not combined with electrical stimulations	98
C48 Prepare equipment for ultrasound treatments using direct contact methods	98
C52 Prepare equipment for phonophoresis treatments	98
F168 Instruct patients in partial-weight-bearing crutch gaits	98
E116 Administer or instruct patients in active exercises for upper extremities	98
F170 Instruct patients in stair climbing with crutches	97
C67 Prepare equipment for supine cervical traction treatments	97
F162 Measure and adjust length of crutches	97
F167 Instruct patients in nonweight-bearing crutch gaits	97
E115 Administer or instruct patients in active exercises for lower extremities	97
C65 Prepare equipment for pelvic traction	97
F172 Instruct patients in use of canes	97
E127 Administer or instruct patients in manual active-assistive range of motion exercises for upper extremities	97

TABLE II
PHYSICAL THERAPY NCOIC JOB (ST021)

GROUP SIZE: 84

PERCENT OF CLUSTER: 43%

PREDOMINANT GRADE: E-4/5/6

AVERAGE TICF: 88 MOS

AVERAGE TAFMS: 131 MOS

Average number of tasks performed: 248

The following tasks are in descending order of Percent Members Performing (PMP):

<u>REPRESENTATIVE TASKS</u>	<u>PMP</u>
A12 Monitor patients during treatment programs	100
C43 Explain treatment procedures to patients	100
F169 Instruct patients in weight-bearing-to-tolerance crutch gaits	100
F162 Measure and adjust length of crutches	100
D91 Apply cold pack treatments	100
C59 Prepare equipment for cold pack treatments	100
C47 Prepare transcutaneous electrical nerve stimulation (TENS) equipment	100
D78 Apply TENS treatments	100
F172 Instruct patients in use of canes	100
B19 Measure joint ranges of motion using goniometers	100
F171 Measure and adjust length of canes	100
D96 Apply moist heat treatments	99
E116 Administer or instruct patients in active exercises for upper extremities	99
E115 Administer or instruct patients in active exercises for lower extremities	99
F167 Instruct patients in nonweight-bearing crutch gaits	99
F168 Instruct patients in partial-weight-bearing crutch gaits	99
C63 Prepare equipment for moist heat treatments	99
E132 Administer or instruct patients in manual passive stretching exercises for lower extremities	99
E133 Administer or instruct patients in manual passive stretching exercises for upper extremities	99
D101 Apply supine cervical traction	99
D99 Apply pelvic traction	99
C42 Drape patients for treatments	99
C67 Prepare equipment for supine cervical traction treatments	99
C70 Prepare equipment for ambulation training	99
F188 Instruct patients in use of home TENS units	99
J407 Schedule patients for treatments	98

TABLE III
PHYSICAL THERAPY SUPERINTENDENT JOB (ST010)

GROUP SIZE: 8

PERCENT OF CLUSTER: 4%

PREDOMINANT GRADE: E-7

AVERAGE TICF: 153 MOS

AVERAGE TAFMS: 185 MOS

Average number of tasks performed: 186

The following tasks are in descending order of Percent Members Performing (PMP):

<u>REPRESENTATIVE TASKS</u>	<u>PMP</u>
H336 Supervise military personnel	100
I361 Evaluate personnel to determine training needs	100
H255 Assign duties to subordinates	100
H304 Evaluate personnel for compliance with performance standards	100
H310 Evaluate work of subordinates	100
I366 Maintain training records, charts, or graphs	100
H269 Counsel subordinates concerning personal matters	100
H318 Inspect personnel for compliance with military standards	100
H322 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
I346 Brief personnel concerning training programs or matters	100
H305 Evaluate personnel for promotion, demotion, reclassification, or special awards	100
H272 Determine or establish work assignments or priorities	100
H319 Interpret policies, directives, or procedures for personnel	100
H299 Evaluate job-related suggestions	100
H308 Evaluate safety or security programs	100
H301 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	100
H278 Develop or establish work schedules	100
H297 Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	100
H306 Evaluate procedures for storage, inventory, or inspection of property items	100
H315 Initiate actions required due to substandard performance of personnel	100
H302 Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	100

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APPENDIX B
TASK MODULES FOR CAREER LADDER JOBS

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These task modules (TMs) were developed to illustrate the content of jobs by summarizing tasks performed in common by incumbents across the Physical Therapy career ladder. These TMs were derived by statistical clustering process in CODAP that identifies groups of related tasks and groups them together to form TMs. The process for identifying these related tasks is called coperformance. Coperformance assumes that if incumbents perform task A and task B, there is a high likelihood that these two tasks share common skills and knowledge and can be trained together. For example, if an individual performs one visual information graphics task, the probability is very high that he or she also will perform other similar tasks. Thus, the group of tasks can be considered a "natural group" of associated or related tasks (see TM 0005) below. CODAP calculates an index of co-performance for each task with every other task by examining the task performance patterns of all the survey respondents as a whole. The statistical clustering generally approximated these "natural groupings."

The title of each TM is our best estimate as to the general subject content of the group of tasks. These TMs are useful for organizing the task data into meaningful units and as a way to concisely summarize the extensive job data. However, TMs are only one way to organize the information. Other strategies may also be valid.

0005 ST373 Consult with physical therapists

1 A2 Consult with physical therapists on assessment or proposed treatment of patients
 2 A3 Consult with physical therapists on progress of patients

0006 ST392 Instruct patients on use of canes or crutches

1 F162 Measure and adjust length of crutches
 2 F167 Instruct patients in nonweight-bearing crutch gaits
 3 F169 Instruct patients in weight-bearing-to-tolerance crutch gaits
 4 F170 Instruct patients in stair climbing with crutches
 5 F171 Measure and adjust length of canes
 F172 Instruct patients in use of canes
 F173 Instruct patients in stair climbing with canes

0007 ST428 Administer/instruct patients in active exercises for extremities

1 E115 Administer or instruct patients in active exercises for lower extremities
 2 E116 Administer or instruct patients in active exercises for upper extremities

0008 ST380 Explain treatments or procedures to patients

1 B19 Measure joint ranges of motion using goniometers
 2 C42 Drape patients for treatments
 3 C43 Explain treatment procedures to patients

0009 ST409 Prepare equipment for cold pack or ultrasound treat

1 C48 Prepare equipment for ultrasound treatments using direct contact methods
 2 C59 Prepare equipment for cold pack treatments

0010	ST399	Apply physical therapy treatments
1	C47	Prepare transcutaneous electrical nerve stimulation (TENS) equipment
2	C52	Prepare equipment for phonophoresis treatments
3	C63	Prepare equipment for moist heat treatments
4	D78	Apply TENS treatments
5	D81	Apply ultrasounds not combined with electrical stimulations
6	D84	Apply phonophoresis treatments
7	D91	Apply cold pack treatments
8	D96	Apply moist heat treatments
0011	ST412	Prepare and apply traction
1	C65	Prepare equipment for pelvic traction
2	C67	Prepare equipment for supine cervical traction treatments
3	D99	Apply pelvic traction
4	D101	Apply supine cervical traction
0012	ST357	Schedule patients for treatment, evaluations, or visits
1	J394	Maintain AF Forms 1535
2	J406	Schedule patients for evaluations
3	J407	Schedule patients for treatments
4	J408	Sign in or log daily patient visits
0013	ST356	Document patients' treatments
1	A10	Document patient response to treatment at termination of treatment programs
2	A12	Monitor patients during treatment programs
3	A13	Record patient treatment history on AF Forms 1535, Physical Therapy Consultation
0014	ST402	Administer/instruct patients in isometric exercises
1	E120	Administer or instruct patients in isometric exercises for lower extremities
2	E121	Administer or instruct patients in isometric exercises for upper extremities
0015	ST414	Administer/instruct patients in active-assertive range of motions exercises for extremities
1	E126	Administer or instruct patients in manual active-assistive range of motion exercises for lower extremities
2	E127	Administer or instruct patients in manual active-assistive range of motion exercises for upper extremities

0016	ST413	Administer/instruct patients in manual-passive range of motion exercises for extremities
1	E129	Administer or instruct patients in manual passive range of motion exercises for lower extremities
2	E130	Administer or instruct patients in manual passive range of motion exercises for upper extremities
0016	ST413	Administer/instruct patients in manual-passive range of motion exercises for extremities (Continued)
3	E132	Administer or instruct patients in manual passive stretching exercises for lower extremities
4	E133	Administer or instruct patients in manual passive stretching exercises for upper extremities
0017	ST418	Administer/instruct patients in manual-resistive exercises for extremities
1	E135	Administer or instruct patients in manual resistive exercises for lower extremities
2	E136	Administer or instruct patients in manual resistive exercises for upper extremities
0018	ST378	Administer/instruct patients in PREs, or pre- or postoperative surgery programs
1	E145	Administer or instruct patients in pre- or postoperative surgery programs
2	E146	Administer or instruct patients in progressive resistive exercises (PREs)
0019	ST328	Apply high-voltage or ultrasound electrical stimulations
1	D75	Apply high-voltage electrical stimulation treatments
2	D80	Apply ultrasounds combined with electrical stimulations
0020	ST417	Prepare for/apply iontophoresis treatments
1	C51	Prepare equipment for iontophoresis treatments
2	D83	Apply iontophoresis treatments
0021	ST329	Instruct patients in home program
1	F180	Instruct patients in maintenance of correct posture
2	F181	Instruct patients in proper body mechanics
3	F183	Instruct patients in home program of cervical traction
4	F184	Instruct patients in home program of ice techniques
5	F185	Instruct patients in home program of moist heat techniques
6	F188	Instruct patients in use of home TENS units
0022	ST382	Prepare/apply ice massages
1	C60	Prepare materials for ice massages
2	D92	Apply ice massages

0023	ST389	Instruct patients in crutch gaits
1	F165	Instruct patients in two-point alternate crutch gaits
2	F166	Instruct patients in four-point alternate crutch gaits
0024	ST313	Instruct patients in transfer techniques
1	F174	Instruct patients in use of walkers, other than platform walkers
2	F177	Instruct or assist patients in transfer techniques using crutches, canes, or walkers
3	F178	Instruct or assist patients in assistive transfer techniques
4	F179	Instruct patients in independent transfer techniques
0025	ST308	Instruct patients in use of braces, splints, or casts
1	F152	Apply or reapply braces or splints
2	F160	Instruct patients in braces in ambulation
3	F161	Instruct patients in casts in ambulation
0026	ST416	Administer/instruct patients in mechanical active-assistive range of motion exercises for extremities
1	E137	Administer or instruct patients in mechanical active-assistive range of motion exercises for lower extremities
2	E138	Administer or instruct patients in mechanical active-assistive range of motion exercises for upper extremities
0027	ST381	Administer/instruct patients in manual passive/resistive exercises for axial skeleton
1	E125	Administer or instruct patients in manual active-assistive range of motion exercises for axial skeleton
2	E128	Administer or instruct patients in manual passive range of motion exercises for axial skeleton
3	E131	Administer or instruct patients in manual passive stretching exercises for axial skeleton
4	E134	Administer or instruct patients in manual resistive exercises for axial skeleton
0028	ST368	Administer/instruct patients in isotonic exercises
1	E122	Administer or instruct patients in isotonic exercises for axial skeleton
2	E123	Administer or instruct patients in isotonic exercises for lower extremities
3	E124	Administer or instruct patients in isotonic exercises for upper extremities
0029	ST339	Administer/instruct patients in isokinetic exercises or axial skeleton
1	E117	Administer or instruct patients in isokinetic exercises for lower extremities
2	E118	Administer or instruct patients in isokinetic exercises for upper extremities

0030	ST287	Administer/instruct patients in mechanical passive stretching exercises extremities
1	E139	Administer or instruct patients in mechanical passive range of motion exercises for lower extremities using continuous passive motion machines (CPMs)
2	E141	Administer or instruct patients in mechanical passive stretching exercises for lower extremities
3	E142	Administer or instruct patients in mechanical passive stretching exercises for upper extremities
0031	ST238	Treat wounds
1	C41	Don or doff sterile clothing, such as gowns, masks, or gloves
2	C53	Prepare equipment for arm or leg whirlpool treatments
3	C58	Prepare materials for debridement or wound dressings
4	D85	Apply arm or leg whirlpool treatments
5	D89	Debride burns or wounds
6	D90	Apply packing materials or dressings to wounds
7	D104	Apply aseptic techniques to include treatment area or personal hygiene
0032	ST280	Apply low-voltage or direct current electrical stimulation treatments
1	C45	Prepare direct current (DC) electrical stimulators for electrical stimulation of muscles
2	D76	Apply low-voltage electrical stimulation treatments
0033	ST394	Prepare for/apply interferential electrical stimulation treatments
1	C46	Prepare equipment for interferential electrical stimulations
2	D77	Apply interferential electrical stimulation treatments
0034	ST333	Maintain patient counts or files
1	J395	Maintain clinic files, other than publications
2	J396	Maintain daily visit counts for treatment of patients
0035	ST282	Assess gait
1	B15	Assess gait deviations during ambulation
2	B17	Assess posture
3	B18	Measure girth of limbs
0036	ST215	Inspect/maintain stock levels of supplies
1	I352	Demonstrate use of physical therapy equipment
2	K421	Maintain linen supply levels
3	K423	Maintain stock levels of general supplies or forms
4	K424	Perform daily inspections of equipment, such as paraffin baths or hydrocollators

0037	ST155	Prepare for/apply paraffin treatments/baths
1	C49	Prepare equipment for underwater ultrasound treatments using indirect contact methods
2	C61	Prepare equipment for contrast baths
3	C64	Prepare equipment for paraffin treatments
4	D93	Apply contrast baths
5	D97	Apply paraffin treatments
0038	ST353	Prepare for/administer massages
1	C72	Prepare materials for massages, other than ice massages
2	F150	Administer massage techniques
0039	ST146	Perform tapings, apply slings
1	D106	Apply slings
2	D107	Perform compression taping
3	D108	Perform support taping
4	G193	Administer or practice cardiopulmonary resuscitation (CPR)
0040	ST154	Prepare for/apply venous compression treatments
1	B27	Measure vital signs
2	C69	Prepare equipment for venous compression unit treatments
3	D103	Apply venous compression unit treatments
0041	ST294	Perform isokinetic testing for extremities
1	B29	Perform isokinetic testing to lower extremities
2	B30	Perform isokinetic testing to upper extremities
0042	ST105	Perform specialty tests, other than IDT
1	A1	Assist in development of departmental treatment protocols
2	B22	Measure muscle strength using hand dynamometers
3	B36	Perform lower extremity specialty tests, such as Q-angle, McMurray, or drawer sign, other than as IDT
4	B38	Perform upper extremity specialty tests, such as drop arm, Yergason, or tennis elbow, other than as IDT
0043	ST213	Consult with doctors or health care professionals, other than IDT
1	A5	Consult with physicians, dentists, or health care providers on diagnosis or proposed treatment of patients
2	A7	Consult with physicians, dentists, or health care providers on progress of patients, other than as IDT
3	A9	Develop or plan individual physical therapy treatment programs, other than as IDT

0044	ST062	Prepare for/apply contrast packs
1	C62	Prepare equipment for contrast packs
2	D94	Apply contrast packs
3	D109	Perform McConnell taping techniques
4	H337	Supervise patients in work therapy programs
0045	ST109	Instruct patients on use of platform crutches, walkers or wheelchairs
1	F159	Instruct patients in ambulation using parallel bars
2	F163	Instruct patients in use of forearm cuff crutches
3	F164	Instruct patients in use of platform crutches
4	F175	Instruct patients in use of platform walkers
5	F176	Instruct patients in use of wheelchairs
0046	ST241	Administer/instruct patients on exercises for extremity amputations
1	E112	Administer or instruct exercises for lower extremity amputations
2	E113	Administer or instruct exercises for upper extremity amputations
0047	ST092	Prepare for/apply low-boy whirlpool treatments or tilt table treatments
1	C55	Prepare equipment for low-boy whirlpool treatments
2	C68	Prepare equipment for tilt table treatments
3	D87	Apply low-boy whirlpool treatments
4	D102	Apply tilt table treatments
5	E144	Administer or instruct patients in cardiac rehabilitation programs, other than home programs
0048	ST245	Prepare for/apply cervical traction treatments
1	C66	Prepare equipment for sitting cervical traction treatments
2	D100	Apply sitting cervical traction
0049	ST125	Prepare for/apply therapeutic pool or Hubbard tank
1	C54	Prepare equipment for Hubbard tank treatments
2	C56	Prepare therapeutic pools for treatments
3	D86	Apply Hubbard tank treatments
4	D88	Apply hydrotherapy in therapeutic pools
0050	ST091	Maintain/update/compile data
1	J378	Assign patients to physical therapy personnel
2	J379	Compile data for records, reports, logs, or trend analyses
3	J399	Maintain or update status indicators, such as boards, graphs, or charts

0051	ST126	Identify supply problems/store supplies
1	H331	Review physical therapy clinical procedures
2	J380	Compile or maintain time sheets for Medical Expense and Performance Reporting System (MEPRS)
3	J392	Locate information on physical therapy technical procedures
4	K415	Identify and report equipment or supply problems
5	K432	Store equipment, tools, parts, or supplies
0052	ST279	Handle equipment repairs
1	K411	Coordinate equipment maintenance or calibration with medical equipment repair centers (MERCs)
2	K426	Prepare documents to turn in equipment for repairs
0053	ST277	Requisition equipment or supplies
1	K412	Coordinate supply-related matters with agencies
2	K417	Initiate letters of justification for supply-related matters
0053	ST277	Requisition equipment or supplies (Continued)
3	K422	Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)
4	K428	Prepare requisitions for local purchase equipment or supplies
5	K429	Prepare requisitions for medical equipment or supplies
0054	ST257	Initiate/maintain documentation on excess or surplus property or items requiring periodic inspections
1	K416	Initiate documentation to turn in excess or surplus property
2	K420	Maintain documentation on items requiring periodic inspections
0055	ST172	Prepare requisitions for/pick up/deliver equipment, tools, parts, or supplies
1	K425	Pick up or deliver equipment, tools, parts, or supplies
2	K427	Prepare requisitions for central supply items
3	K430	Prepare requisitions for pharmaceuticals
0056	ST225	Account for equipment, tools, parts, or supplies
1	H290	Establish procedures for accountability of equipment, tools, parts, or supplies
2	K413	Develop equipment checklists
0057	ST338	Maintain/evaluate training or trainees' progress
1	I362	Evaluate progress of trainees
2	I366	Maintain training records, charts, or graphs

0058	ST180	General supervision and management
1	H253	Advise superiors on status or adequacy of physical therapy operations
2	H258	Assist in development of local physical therapy clinic policies or instructions
3	H261	Conduct clinic tours
4	H262	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops
5	H263	Conduct self-inspections or self-assessments
6	H268	Coordinate physical therapy activities with other agencies or organizations
0059	ST297	Conduct training/counsel trainees
1	I349	Conduct OJT
2	I351	Counsel trainees on training progress
0060	ST278	Perform general first line supervision activities
1	H252	Advise subordinates on resolving technical problems
2	H255	Assign duties to subordinates
3	H265	Conduct supervisory orientations for newly assigned personnel
4	H266	Conduct supervisory performance feedback sessions
5	H269	Counsel subordinates concerning personal matters
6	H272	Determine or establish work assignments or priorities
7	H310	Evaluate work of subordinates
8	H336	Supervise military personnel
9	H340	Write performance reports or supervisory appraisals
10	H341	Write recommendations for awards or decorations
0061	ST314	Establish work schedules or procedures
1	H277	Develop or establish work methods or procedures
2	H278	Develop or establish work schedules
3	H289	Establish performance standards for subordinates
0062	ST350	Evaluate personnel
1	H304	Evaluate personnel for compliance with performance standards
2	H305	Evaluate personnel for promotion, demotion, reclassification, or special awards
0063	ST318	Conduct training
1	I354	Determine training requirements
2	I361	Evaluate personnel to determine training needs

0064	ST200	Evaluate programs, requirements, or procedures
1	H297	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program
2	H301	Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace
3	H302	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace
4	H306	Evaluate procedures for storage, inventory, or inspection of property items
0065	ST247	Evaluate/investigate accidents or incidents
1	H293	Evaluate accident or incident reports
2	H320	Investigate accidents or incidents
0066	ST210	Handle workload or assignments
1	H256	Assign personnel to work areas or duty positions, other than medical readiness mobility positions
2	H279	Direct administrative functions
3	H309	Evaluate workload requirements
0067	ST249	Evaluate job descriptions or suggestions/establish policies
1	H288	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)
2	H298	Evaluate job or position descriptions
3	H299	Evaluate job-related suggestions
4	H339	Write job or position descriptions
0068	ST256	Evaluate/draft budgets
1	H282	Draft budget requirements
2	H294	Evaluate administrative functions
3	H295	Evaluate budget requirements
4	H326	Plan equipment replacement programs
0069	ST217	Evaluate self-inspection or self assessment reports
1	H276	Develop self-inspection or self-assessment program checklists
2	H296	Evaluate inspection report findings or inspection procedures
3	H307	Evaluate quality assurance reports
4	H314	Indorse performance reports or supervisory appraisals
0070	ST199	Draft agenda for/plan briefings
1	H281	Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops
2	H323	Plan briefings, conferences, or workshops

0071	ST231	Schedule personnel for training
1	H332	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes
2	H334	Select individuals for specialized training
3	I373	Schedule personnel for training, other than medical readiness, mobility, or disaster preparedness team training
4	I374	Schedule training
0072	ST216	Evaluate/plan safety or security programs
1	H308	Evaluate safety or security programs
2	H328	Plan safety or security programs
0073	ST061	Maintain publications or libraries
1	J397	Maintain publications files
2	J398	Maintain publications libraries
3	J409	Transfer information to information management systems
0074	ST295	Plan/evaluate facilities
1	H300	Evaluate layouts of facilities
2	H327	Plan layouts of facilities
0075	ST173	Prepare/write QA or inspection reports
1	H338	Write inspection reports
2	H342	Write replies to inspection reports
3	H343	Write staff studies, surveys, or routine reports, other than training, inspection, or quality assurance reports
4	J401	Prepare quality assurance reports
0076	ST306	Coordinate TDY requirements
1	J382	Coordinate requests for TDY orders with appropriate agencies
2	J389	Initiate requests for TDY orders
0077	ST203	Conduct/schedule SAVs or inspections
1	H264	Conduct staff assistance visits, inspections, or audits
2	H284	Draft supplements or changes to directives, such as policy directives, instructions, or manuals
3	H317	Initiate personnel action requests
4	H333	Schedule staff assistance visits, inspections, or audits
0078	ST226	Prepare/maintain recall rosters
1	J387	Initiate or maintain standby rosters or workcenter pyramid recall rosters
2	J402	Prepare recall rosters

0079	ST274	Perform patient carries/use protective clothing
1	G207	Don or doff chemical warfare personal protective clothing
2	G237	Perform patient carries using litter method
0080	ST264	Initiate treatment for burns or wounds
1	G211	Initiate treatment for closed wounds
2	G212	Initiate treatment for first-degree burns
3	G215	Initiate treatment for open wounds
4	G218	Initiate treatment for second-degree burns
5	G220	Initiate treatment for third-degree burns
0081	ST266	Initiate treatment for dizziness, heat disorders, shock, or injuries from chemical agents
1	G213	Initiate treatment for fractures
2	G214	Initiate treatment for injuries from chemical agents
3	G216	Initiate treatment for patients in shock
4	G217	Initiate treatment for patients with dizziness
5	G219	Initiate treatment for thermal injuries or heat disorders
0082	ST165	Perform medical readiness or chemical warfare procedures
1	G229	Participate in chemical warfare confidence exercises
2	G230	Perform chemical warfare decontamination procedures
3	G231	Perform immediate medical casualty care, such as basic cardiac life support
0083	ST170	Assemble tents
1	G195	Assemble surgical tents
2	G196	Assemble tents, other than surgical tents
0084	ST144	Assist with/identify patients under field conditions
1	G198	Assist with identification of patients under field conditions
2	G240	Perform triage
0085	ST039	Control hemorrhages
1	G201	Control hemorrhages using digital pressure
2	G202	Control hemorrhages using pressure dressings
3	G203	Control hemorrhages using tourniquets
4	G234	Perform or practice maintaining respiration of patients
0086	ST068	Tear down/evacuate field conditions
1	G210	Initiate basic psychiatric care in emergency situations
2	G226	Operate emergency vehicles, such as ambulances

0086	ST068	Tear down/evacuate field conditions (Continued)
3	G241	Perform visual evaluations or referrals
4	G242	Plan actual or simulated emergency evacuations of patients to alternate medical facilities
5	G248	Set up or tear down isoshelters
0087	ST069	Handle medical or communications equipment in field conditions
1	G221	Inventory medical readiness equipment
2	G227	Operate field communications systems
3	G228	Pack or palletize medical supplies or equipment for deployment or transport
0088	ST031	Instruct patients on venous pressure supports
1	B21	Measure limbs for venous pressure gradient supports
2	E148	Instruct patients in diabetic care
3	F190	Instruct patients in use of venous pressure gradient supports
0089	ST057	Take cultures/apply point stimulator therapy
1	C57	Take cultures for hydrotherapy equipment
2	D79	Apply point stimulator therapy
0090	ST020	Handle classified materials
1	G200	Clean and disinfect thermometers
2	J383	Destroy classified materials
3	J405	Safeguard classified materials
0091	ST050	Perform specialty tests, other than IDT
1	B23	Measure neurological deficits
2	B32	Perform axial skeleton specialty tests, such as Adson, TMJ, or compression, other than as IDT
3	B34	Perform DTR or sensation testing, other than as IDT
0092	ST010	Prepare for/apply diathermy treatments
1	C50	Prepare equipment for shortwave diathermy treatments
2	D82	Apply shortwave diathermy treatments
3	I348	Conduct formal course classroom training
0093	ST072	Instruct amputees in using prosthesis
1	F154	Instruct amputees in stump care
2	F155	Instruct above-knee amputees in ambulation using prosthesis

0093	ST072	Instruct amputees in using prosthesis (Continued)
3	F156	Instruct below-knee amputees in ambulation using prosthesis
4	F157	Instruct hip disarticulation amputees in ambulation using prosthesis
5	F158	Instruct lower extremity nonprosthetic amputees in ambulation
0094	ST164	Supervise civilians
1	H254	Annotate time and attendance sheets for civilian employees
2	H335	Supervise civilian employees
0095	ST143	Develop inputs for mobility, contingency, DP plans//evaluate medical readiness plans
1	G208	Evaluate effectiveness of implemented medical readiness support plans
2	H273	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans, other than medical readiness support plans
0096	ST120	Coordinate medical readiness exercises
1	G197	Assign personnel to medical readiness mobility positions
2	G204	Coordinate medical readiness exercises or exercise planning with affected base or civilian agencies
0097	ST177	Handle host-tenant or interservice agreements
1	H267	Coordinate host-tenant or interservice agreements with appropriate agencies
2	H316	Initiate host-tenant or interservice agreements
0098	ST230	Evaluate/maintain mobility and readiness plans
1	H303	Evaluate mobility, contingency, disaster preparedness, or unit emergency or alert plans, other than medical readiness support plans
2	H321	Maintain or update mobility, contingency, disaster preparedness, or unit emergency or alert plans, other than medical readiness support plans
0099	ST088	Establish/maintain accountability of classified information
1	J384	Establish accountability records for classified materials or documents
2	J393	Maintain accountability records for classified materials or documents
0100	ST067	Assemble/disassemble operating rooms
1	G194	Assemble or disassemble operating room (OR) equipment, instruments, or supplies for air transportable hospitals (ATHs)
2	G222	Inventory OR field supplies or equipment

0101	ST101	Perform site surveys, update medical readiness plans
1	G224	Maintain or update classified medical readiness plans
2	G232	Perform inpatient surgical care under field conditions
3	G235	Perform outpatient surgical care under field conditions
4	G244	Reduce dislocations
0102	ST038	Plan/manage medical readiness plans
1	G206	Develop medical readiness support plans
2	G233	Perform minor side cross-matching tests, such as compatibility tests
3	G243	Plan or direct administrative or logistics support of medical readiness or unit disaster preparedness teams
4	G246	Set up or take down blood donor or blood transshipment centers
5	G247	Set up or take down equipment or supplies in mobile laboratory facilities
6	G249	Transfer patients using motorized hoists
7	G250	Write medical annexes to medical readiness plans
0103	ST182	Inventory classified information, initiate classified reports
1	J386	Initiate classified reports, messages, or documents
2	J391	Inventory classified materials
0104	ST037	As IDT, perform extremity specialty tests
1	A6	Consult with physicians, dentists, or health care providers on progress of patients as independent duty technician (IDT)
2	A8	Develop or plan individual physical therapy treatment programs as IDT
3	B31	Perform axial skeleton specialty tests, such as Adson, temporomandibular joint (TMJ), or compression, as IDT
4	B33	Perform deep tendon reflexes (DTR) or sensation testing as IDT
5	B35	Perform lower extremity specialty tests, such as Q-angle, McMurray, or drawer sign, as IDT
6	B37	Perform upper extremity specialty tests, such as drop arm, Yergason's, or tennis elbow, as IDT
0105	GP001	Issue/service/inventory equipment, tools, parts, or supplies
1	H270	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace
2	K414	Evaluate serviceability of equipment, tools, parts, or supplies
3	K418	Inventory equipment, tools, parts, or supplies, other than medical readiness or field supplies or equipment
4	K419	Issue or log turn-ins of equipment, tools, parts, or supplies

0106	GP002	Develop/evaluate training
1	I344	Administer or score tests
2	I355	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)
3	I356	Develop performance tests
4	I357	Develop training materials or aids
5	I358	Develop training programs, plans, or procedures
6	I359	Establish or maintain study reference files
7	I360	Evaluate effectiveness of training programs, plans, or procedures
8	I363	Evaluate training methods or techniques of instructors
9	I364	Evaluate training requirements for instructors
10	I365	Inspect training materials or aids for operation or suitability
11	I367	Operate video or visual aid equipment
12	I368	Personalize lesson plans
13	I375	Write test questions
0107	GP003	Transport/carry patients
1	G223	Load or unload patients on patient transportation vehicles
2	G236	Perform patient carries using hand method
0108	GP004	Handling chemical warfare incidents
1	G209	Identify chemical warfare agents
2	G225	Maintain sanitary field environment
3	G238	Perform patient decontaminations
0109		Tasks not referenced
1	A4	Consult with physical therapists on suitability of patients for subsequent treatments
2	A11	Interview patients to determine treatment schedules
3	A14	Record patient treatment history, other than on AF Forms 1535
4	B16	Assess muscle strength using gross muscle testing techniques
5	B20	Measure length of limbs
6	B24	Measure open wounds or burns
7	B25	Measure oxygen saturation
8	B26	Measure pain thresholds using pressure gauges or tuning forks
9	B28	Perform activities of daily living (ADL) tests
10	B39	Test patients for proper body mechanics
11	C40	Adjust exercise equipment, such as wall pulleys, stationary bikes, or upper-body ergometers (UBEs)
12	C44	Inspect equipment or facilities for safety hazards
13	C70	Prepare equipment for ambulation training
14	C71	Prepare isokinetic equipment
15	C73	Prepare materials for splinting
16	C74	Transfer patients using hoists, other than during medical readiness exercises or operations
17	D95	Apply cryocuff treatments

0109 Tasks not referenced (Continued)

18 D98 Apply manual traction
19 D105 Apply elastic bandages
20 D110 Perform dependent transfer techniques
21 D111 Assist patients in use of orthopedic appliances, such as tennis-elbow straps, knee braces, or ankle braces
22 E114 Administer or instruct patients in active exercises for axial skeleton
23 E119 Administer or instruct patients in isometric exercises for axial skeleton
24 E140 Administer or instruct patients in mechanical passive range of motion exercises for upper extremities using CPMs
25 E143 Administer or instruct patients in aquatic exercises
26 E147 Administer proprioceptive neuromuscular facilitation (PNF) exercises
27 E149 Instruct patients in prenatal or postpartum exercises
28 F151 Administer or instruct patients in postural drainage
29 F153 Assist in joint mobilization
30 F182 Instruct patients in home program of cardiac rehabilitation
31 F186 Instruct patients in home program of paraffin baths
32 F187 Instruct patients in use of home shoulder pulleys
33 F189 Instruct patients in use of cervical collars
34 F191 Instruct patients in ADLs
35 F192 Compose handouts for home treatment programs
36 G199 Brief personnel concerning disaster preparedness and wartime missions
37 G205 Deploy medical readiness teams and equipment
38 G239 Perform site surveys for alternate medical facilities
39 G245 Schedule personnel for medical readiness, mobility, or disaster preparedness team training
40 H251 Accompany preventive maintenance teams inspecting equipment
41 H257 Assign sponsors for newly assigned personnel
42 H259 Complete graduate assessment surveys (GASs)
43 H260 Complete personnel action requests
44 H271 Determine or establish publications requirements
45 H274 Develop organizational or functional charts
46 H275 Develop resource protection programs
47 H280 Direct training functions
48 H283 Draft inputs for status of resources and training system (SORTS) program
49 H285 Establish access lists
50 H286 Establish administrative files, such as correspondence files or classified files
51 H287 Establish communications security (COMSEC) subaccounts
52 H291 Establish publications libraries
53 H292 Establish sanitation procedures
54 H311 Evaluate work schedules
55 H312 Implement cost-reduction programs
56 H313 Implement suggestion programs
57 H315 Initiate actions required due to substandard performance of personnel
58 H318 Inspect personnel for compliance with military standards
59 H319 Interpret policies, directives, or procedures for personnel
60 H322 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting

0109 Tasks not referenced (Continued)

- 61 H324 Plan deployments of equipment or personnel
- 62 H325 Plan equipment or facility maintenance requirements
- 63 H329 Plan self-inspection or self-assessment programs
- 64 H330 Review drafts of policy directives, instructions, or manuals
- 65 I345 Assign formal course instructors or on-the-job training (OJT) trainers or certifiers
- 66 I346 Brief personnel concerning training programs or matters
- 67 I347 Complete student entry or withdrawal forms
- 68 I350 Conduct training conferences, briefings, or debriefings
- 69 I353 Demonstrate use of professional publications
- 70 I369 Prepare command standard training packages
- 71 I370 Prepare job qualification standards (JQSs)
- 72 I371 Prepare rotation rosters
- 73 I372 Procure training aids, space, or equipment
- 74 I376 Write training reports
- 75 J377 Annotate security forms for facilities or security containers
- 76 J381 Complete accident or incident reports
- 77 J385 Identify and report suspected security compromises
- 78 J388 Initiate reports of security violations
- 79 J390 Initiate SORTS reports
- 80 J400 Prepare administrative or classified materials for mailing, transporting, or issue
- 81 J403 Prepare requisitions for technical publications
- 82 J404 Review publishing bulletins
- 83 J410 Write minutes of briefings, conferences, or meetings
- 84 K431 Service equipment, such as paraffin baths or hydrocollators